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JOURNAL OF PROCEEDINGS

MINUTES

JAN 20 1998

FIRE COMMISSION- SAN FRANCISCO
- PUBLIC AFFAIRS

Regular Meeting - Thursday - January 8, 1998 - 6:00 p.m.
260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:

President Rosemarie Fernandez-Pifer
Vice President Hadley R. Roff
Commissioner Stephen A. Nakajo
Commissioner Russell S. Roeca

Commissioner Ted N. Soulis was excused for business reasons.

Robert L. Demmons
Richard E. Condon
Harold E. Gamble
Lorrie A. Kalos

- Chief of Department
- Deputy Chief - Operations
- Deputy Chief - Administration
- Asst. Deputy Chief - Support Svcs (Acting)

Chief Officers - Staff:

Bernie F. Lee

- Management Services

Chief Officers - Firefighting Service:

Daniel E. Barden
James R. Cavellini
Thomas F. McGuire
Ray Balzarini

- Division 1
- Division 2
- Division 3 (Acting)
- Division of Airports

2. Adoption of the minutes of the Special Meeting of December 16, 1997.

Vice President Roff moved and Commissioner Roeca seconded.
There were no questions or discussion and the minutes were adopted as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "C" and "E" through "G") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission. Vice President Roff asked to remove Item "D" from the Consent Calendar.

A) Retirements

Communications received from Retirement Board indicating the following members have retired:

			<u>Retirement Date</u>
Scales, Frank	H51 Asst.	Deputy Chief II	Service
Aspelin, Kai E.	H20 Lieutenant		Dec. 31, 1997
Baxter, John A.	H20 Lieutenant		Service
Disbury, William	H20 Lieutenant		Dec. 31, 1997
McGreevy, John F.	H20 Lieutenant		Service
Everett, Joseph P.	H4 Inspector		Dec. 01, 1997
Moe, William M.	H6 Investigator		Service
Capitan, Jose L.	H2 Firefighter		Nov. 15, 1997
			Dec. 01, 1997
			Service
			Nov. 29, 1997
			Service
			Dec. 03, 1997

(Note: Retirement Certificates will be presented at
Fire Commission meeting of February 26, 1998)

B) Monthly Report - Div. of FP&I

Submitting monthly report from Division of
Fire Prevention and Investigation concerning
activities performed during November, 1997.

C) Monthly Report - Management Services

Submitting monthly report from Management
Services, concerning activities performed
during November, 1997.

3. CONSENT CALENDAR

D) Suspension (Item Removed)

Reporting suspension of the following:

H19 Operations-Training Supervisor, John F. Darnanin, Airport, for ten calendar days (80 hours), January 5 through 16, 1998, for violation of the Rules and Regulations as follows:

Section 3915 - Proper Behavior
Section 3919 - Unacceptable Language
Section 3922 - Acts Detrimental to Welfare of Department
Section 3924 - Insubordination
Section 3935 - False Reports/False Testimony

2532 Paramedic Ted Binkley, for two days (20 hours), January 16 through 17, 1998, for violation of Section 3926 (Tardiness/Failure to Report) of the Rules and Regulations.

2532 Paramedic Colleen Donzelli, for 30 calendar days, January 5 through February 3, 1998, for violation of the Rules and Regulations as follows:

Section 3915 - Proper Behavior
Section 3920 - Violence
Section 3923 - Disobedience
Section 3924 - Insubordination

2532 Paramedic Dan Starjash, for 30 calendar days, January 5 through February 3, 1998, for violation of the Rules and Regulations as follows:

Section 3920 - Violence
Section 3922 - Acts Detrimental to Welfare of Department

1426 Senior Clerk Typist Claudiaette O'Rear, for four calendar days, January 5 through 8, 1998, for violation of the Rules and Regulations as follows:

Section 3924 - Insubordination
Section 3926 - Failure to Report

3. CONSENT CALENDAR

E) Accidents

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

	<u>Accident No.</u>	<u>Date</u>	<u>Serial No.</u>	<u>Category</u>	<u>Recommendation</u>
A.W.S.S. Drv: Utility Plumber Amano Johnson	97-8-079	10-31-97	960	A	File
Cause: AMSS pickup truck struck a barricade at a work site					
Engine 18 Off: Capt. Russell Albano; Drv: FF Gerald Ard	97-8-080	10-31-97	595	C	File
Cause: Eng 18, while backing up at an incident, struck a vehicle which pulled in behind Eng 18; guides were posted on both sides of the apparatus					
Division 1 Drv: T/CA John Mon	97-8-081	11-01-97	206	A	File
Cause: Misjudged clearance - Div 1 sedan backed into a barrier located near the fuel pump at the Pgande plant					
Ambulance Drv: Paramedic Eric Nylander	97-8-082	11-03-97	12	B	Bi11
Cause: Mirror to mirror - Ambulance, while parked at the scene of a medical call, had its mirror broken by a passing truck					
Engine 9 Off: Lt. Michael Ebert; Drv: FF Nakia Kashima	97-8-083	11-05-97	590	A	File
Cause: Misjudged clearance - Eng 9, while responding to a medical call, struck a parked car					
Engine 34 Off: Capt. Wayne Mitchell; Drv: FF Sally Saxton	97-8-084	11-05-97	564	A	File
Cause: Misjudged clearance - Eng 34 was backing into quarters when it struck a double parked car; guides were posted but were not looking in that direction					

3. CONSENT CALENDAR

E) Accidents (Continued)

Ambulance 97-8-085 11-06-97 99A C File
Drv: Paramedic Terry Fitzsimmons

Cause: Pedestrian accident - Ambulance was responding to an incident and while turning into Mission Street, struck a pedestrian who either walked into the ambulance intentionally or struck the ambulance

Engine 11 97-8-086 11-08-97 591 A File
Off: Lt. Frederick Walsh; Drv: FF Paul Orlando

Cause: Misjudged clearance - Eng 11, while pulling into a parking space, clipped a parked vehicle

Engine 11 97-8-087 11-08-97 591 B File
Off: Lt. Frederick Walsh; Drv: FF Paul Orlando

Cause: Mirror-to-mirror - Eng 11, while travelling in traffic, made mirror contact with a parked semi-trailer truck

Truck 16 97-8-088 11-11-97 605 B File
Off: Lt. Glen Kojimoto; Drv: FF Robert Bassett; Tlr: FF Marie Martinez

Cause: Exhaust extractor - Trk 16, while backing into quarters, became entangled with the exhaust extractor and damaged the exhaust system's hose

Truck 5 97-8-089 11-13-97 617 A File
Off: Lt. Charles Schafer; Drv: FF Richard May; Tlr: FF James Melberg

Cause: Misjudged clearance - Trk 5, while responding to an incident and maneuvering between two illegally parked cars, struck one of them

Engine 11 97-8-090 11-16-97 591 C File
Off: Capt. Richard Kochevar; Drv: FF Dennis King

Cause: Misjudged clearance - Eng 11 while responding to an incident and attempting to pass a vehicle grazed the vehicle's left side

3. CONSENT CALENDAR

E) Accidents (Continued)

Ambulance 97-8-091 11-20-97 26 A File
Orv: Paramedic Debra Tanis

Cause: Mirror to mirror - Ambulance, while responding to a medical call, made mirror to mirror contact with a parked truck

Ambulance 97-8-092 11-23-97 710 C File
Drv: Paramedic Mike Tragesser

Cause: Misjudged clearance - Ambulance, while responding to a medical call, grazed a vehicle as each was passing the other

Truck 15 97-8-093 11-24-97 612 A File
Off: Lt. Richard Jonasson; Orv: FF Larry Abella; Tlr: FF Richard Matti

Cause: Misjudged clearance - Trk 15, while passing another vehicle, scraped the rear end of a pickup truck

Ambulance 97-8-094 11-24-97 3 A File
Orv: Paramedic Sahir Putrus

Cause: Backing up - Ambulance was backing into bay at SFGH when it struck a parked police car

Engine 11 97-8-095 11-25-97 591 A File
Off: Lt. Raymond Molinari; Orv: FF Cornelius Lucey

Cause: Misjudged clearance - Eng 11, while travelling south on Folsom Street, struck a parked car

Ambulance 97-8-096 11-30-97 4 B Bill
Drv: Paramedic Christopher Olsen

Cause: Ambulance, while stopped at a light, was struck when a vehicle rolled back into the ambulance

Note:

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

3. CONSENT CALENDAR

E) Accidents (Continued)

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

F) Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries, November 29 through December 12, 1997.

G) Temporary Appointments

Reporting having made 241 temporary appointments November 29 through December 12, 1997.

Vice President Roff moved and Commissioner Nakajo seconded. There were no questions or discussion and Items "A" through "C" and "E" through "G" on the Consent Calendar were adopted or ordered filed as appropriate.

3. CONSENT CALENDAR

D) Suspension (Item Removed)

Reporting suspension of the following:

H19 Operations-Training Supervisor, John F. Darmanin, Airport, for ten calendar days (80 hours), January 5 through 16, 1998, for violation of the Rules and Regulations as follows:

Section 3915 – Proper Behavior
Section 3919 – Unacceptable Language
Section 3922 – Acts Detrimental to Welfare of Department
Section 3924 – Insubordination
Section 3935 – False Reports/False Testimony

2532 Paramedic Ted Binkley, for two days (20 hours), January 16 through 17, 1998, for violation of Section 3926 (Tardiness/Failure to Report) of the Rules and Regulations.

2532 Paramedic Colleen Donzelli, for 30 calendar days, January 5 through February 3, 1998, for violation of the Rules and Regulations as follows:

Section 3915 – Proper Behavior
Section 3920 – Violence
Section 3923 – Disobedience
Section 3924 – Insubordination

2532 Paramedic Dan Starjash, for 30 calendar days, January 5 through February 3, 1998, for violation of the Rules and Regulations as follows:

Section 3920 – Violence
Section 3922 – Acts Detrimental to Welfare of Department

1426 Senior Clerk Typist Claudiaette O'Rear, for four calendar days, January 5 through 8, 1998, for violation of the Rules and Regulations as follows:

Section 3924 – Insubordination
Section 3926 – Failure to Report

3. CONSENT CALENDAR

D) Suspension (Continued)
(Item Removed)

Vice President Roff commented that Deputy Chief Condon has requested that the suspensions for Paramedics Colleen Donzelli and Dan Starjash be rescinded and that the suspension of Senior Clerk Typist Claudiaette O'Rear be postponed.

Commissioner Roeca moved, seconded by Commissioner Nakajo, that the suspensions for Colleen Donzelli, Dan Starjash and Claudiaette O'Rear be removed from the Consent Calendar.

There were no further questions or discussion and Item 3.D) was adopted as amended.

3. CONSENT CALENDAR

G) Temporary Appointments (Continued)

Report having made 241 temporary appointments during Payroll Period
November 29 through December 12, 1997.

NAME	Present RANK	Higher RANK	NO. OF DAYS WORKED	DATES	
KALOS LORRIE	0030	0051	10	12/01/97	12/12/97
ASARO JOSEPH	0040	0050	10	12/01/97	12/12/97
BARBANO MARK J	0040	0050	3	11/29/97	12/03/97
BOUDOURES ROBERT G	0040	0050	2	12/07/97	12/08/97
BRACCO RICHARD D	0040	0050	2	12/10/97	12/11/97
CARDINALE FRANK T	0040	0050	2	12/05/97	12/06/97
CARDINALE FRANK T	0040	0050	2	11/29/97	11/30/97
PERRY JAMES C	0040	0050	1	12/12/97	12/12/97
FRISELLA DAVID A	0040	0050	2	12/09/97	12/10/97
HABERLIN DAVID A	0040	0050	4	12/08/97	12/12/97
HABERLIN DAVID A	0040	0050	2	12/05/97	12/06/97
HABERLIN DAVID A	0040	0050	2	11/29/97	11/30/97
HABERLIN DAVID A	0040	0050	2	11/29/97	11/29/97
JONES PAUL	0040	0050	1	11/29/97	11/29/97
LEE JOHN J	0040	0050	2	11/29/97	11/30/97
MCGUIRE THOMAS	0040	0050	8	11/30/97	12/10/97
MILES WILLIAM E	0040	0050	2	12/03/97	12/04/97
MORAN MICHAEL R	0040	0050	1	11/29/97	11/29/97
SHANNON VICTOR	0040	0050	8	12/01/97	12/11/97
THUESEN ALBERT L	0040	0050	2	12/02/97	12/03/97
BENNETT ROD L	0030	0040	2	12/10/97	12/11/97
BENNETT ROD L	0030	0040	2	12/07/97	12/08/97
BENNETT ROD L	0030	0040	2	12/04/97	12/05/97
BENNETT ROD L	0030	0040	1	11/29/97	11/29/97
BONNEL MICHAEL W	0030	0040	3	11/29/97	12/05/97
GARCIA PHILIP F	0030	0040	2	12/02/97	12/03/97
GARCIA PHILIP F	0030	0040	2	11/29/97	11/30/97
GOODIN DOUGLAS L	0030	0040	2	12/11/97	12/12/97
HAYES-WHITE JOANNE	0030	0040	8	12/01/97	12/11/97
KEARNEY MICHAEL S	0030	0040	1	12/12/97	12/12/97
KEARNEY MICHAEL S	0030	0040	2	12/09/97	12/10/97
KEARNEY MICHAEL S	0030	0040	2	12/03/97	12/04/97
KEARNEY MICHAEL S	0030	0040	2	12/03/97	12/04/97
KELBER PHILIP S	0030	0040	1	12/12/97	12/12/97
KELBER PHILIP S	0030	0040	2	12/09/97	12/10/97
KELBER PHILIP S	0030	0040	2	12/06/97	12/07/97
KELBER PHILIP S	0030	0040	2	12/03/97	12/04/97
KELBER PHILIP S	0030	0040	2	11/30/97	12/01/97
LEAL GARY S	0030	0040	2	12/06/97	12/07/97
MASSETANI GARY	0030	0040	10	12/01/97	12/12/97
NOLAN MICHAEL	0030	0040	1	11/29/97	11/29/97

3. CONSENT CALENDAR

G) Temporary Appointments (Continued)

PAGAN VICTOR A	0030	0040	2	12/02/97	12/03/97
PAGAN VICTOR A	0030	0040	2	11/29/97	11/30/97
PEEFF JOHN T	0030	0040	2	12/03/97	12/04/97
RONAN JOHN E	0030	0040	1	11/29/97	11/29/97
SERAFINI WILLIAM F	0030	0040	2	12/07/97	12/08/97
SIRAGUSA THOMAS A	0030	0040	1	12/12/97	12/12/97
SIRAGUSA THOMAS A	0030	0040	2	12/03/97	12/04/97
TOMASELLO RAYMOND	0030	0040	6	11/30/97	12/10/97
AHMADA MICHAEL R	0020	0030	2	12/02/97	12/03/97
BARAONA EUGENE A	0020	0030	2	12/10/97	12/11/97
BARAONA EUGENE A	0020	0030	2	12/04/97	12/05/97
BARAONA EUGENE A	0020	0030	2	12/01/97	12/02/97
BONNIE WM SCOTLAND	0020	0030	1	12/12/97	12/12/97
BONNIE WM SCOTLAND	0020	0030	2	12/09/97	12/10/97
BONNIE WM SCOTLAND	0020	0030	2	12/03/97	12/04/97
CUNNIE MICHAEL J	0020	0030	2	12/04/97	12/05/97
CUNNIE MICHAEL J	0020	0030	1	11/29/97	11/29/97
FLAHERTY STEPHEN A	0020	0030	6	12/04/97	12/11/97
FREDIANI DONALD L	0020	0030	2	12/10/97	12/11/97
FREDIANI DONALD L	0020	0030	4	12/01/97	12/08/97
GARCIA GEORGE H JR	0020	0030	2	12/09/97	12/10/97
GARCIA GEORGE H JR	0020	0030	2	11/30/97	12/01/97
GARDNER PATRICK T	0020	0030	2	12/10/97	12/11/97
GARRY KEVIN J	0020	0030	2	12/09/97	12/10/97
GUTIERREZ RICHARD	0020	0030	2	12/10/97	12/11/97
GUTIERREZ RICHARD	0020	0030	2	12/04/97	12/05/97
GUTIERREZ RICHARD	0020	0030	2	11/29/97	11/29/97
HANSEN JERRY E	0020	0030	2	12/08/97	12/09/97
HARRINGTON JAMES P	0020	0030	1	12/12/97	12/12/97
HARRINGTON JAMES P	0020	0030	4	12/06/97	12/10/97
HARRINGTON JAMES P	0020	0030	2	12/03/97	12/04/97
HENTZ JAMES R	0020	0030	2	12/07/97	12/08/97
HENTZ JAMES R	0020	0030	1	11/29/97	11/29/97
LAUER RICHARD L	0020	0030	1	12/12/97	12/12/97
LAUER RICHARD L	0020	0030	2	12/03/97	12/04/97
LEONARD ALLAN J	0020	0030	2	12/05/97	12/06/97
LEONARD ALLAN J	0020	0030	2	12/02/97	12/03/97
LIGGINS EDWARD JR	0020	0030	4	11/30/97	12/04/97
MCHUGH JAMES E	0020	0030	2	12/04/97	12/05/97
MCHUGH JAMES E	0020	0030	3	11/29/97	12/02/97
MCKEON JOSEPH B	0020	0030	1	11/29/97	11/29/97
MILLARD TERRY	0020	0030	1	11/29/97	11/29/97
MOLINARI ROBERT M	0020	0030	2	12/08/97	12/09/97
MOLINARI ROBERT M	0020	0030	2	12/02/97	12/03/97
MONTAGUE GARY M	0020	0030	1	12/12/97	12/12/97
NORTON WILLIAM	0020	0030	2	12/08/97	12/09/97
NORTON WILLIAM	0020	0030	1	11/29/97	11/29/97
RIEMER JAMES G	0020	0030	1	12/12/97	12/12/97

3. CONSENT CALENDAR

g) Temporary Appointments (Continued)

RUSSO ANTHONY M	0020	0030	1	12/12/97	12/12/97
RUSSO ANTHONY M	0020	0030	2	12/03/97	12/04/97
RUSSO ANTHONY M	0020	0030	2	11/30/97	12/01/97
SMITH STEPHEN C	0020	0030	2	12/11/97	12/12/97
SOULE ANTHONY P	0020	0030	2	12/11/97	12/12/97
SOULE ANTHONY P	0020	0030	2	12/08/97	12/09/97
SOULE ANTHONY P	0020	0030	2	12/05/97	12/06/97
BARTELS WILLIAM	0020	0028	9	12/01/97	12/12/97
BOUYEA ROGER	0020	0028	9	12/01/97	12/12/97
HIGGINS JOSEPH	0020	0028	9	12/01/97	12/12/97
JONES GREGORY D	0020	0028	9	12/01/97	12/12/97
JONES WINONA	0020	0028	10	12/01/97	12/12/97
KAWAGUCHI TODD	0020	0028	9	12/01/97	12/12/97
LABRADO RUDOLPH	0020	0028	9	12/01/97	12/12/97
MARTIN DON	0020	0028	8	12/01/97	12/12/97
MORINO FRANK	0020	0028	7	12/04/97	12/12/97
WILSON JOSEPH	0020	0028	10	12/01/97	12/12/97
CAMPBELL EDWARD	0010	0020	10	12/01/97	12/12/97
CHAN WING CHUNG	0010	0020	2	12/10/97	12/11/97
CHAN WING CHUNG	0010	0020	2	12/07/97	12/08/97
CHAN WING CHUNG	0010	0020	2	12/04/97	12/05/97
GRIFFEY NIKKI P	0010	0020	1	12/12/97	12/12/97
GRIFFEY NIKKI P	0010	0020	2	12/09/97	12/10/97
GRIFFEY NIKKI P	0010	0020	1	11/29/97	11/29/97
MORRISON JOSEPH	0010	0020	4	12/07/97	12/11/97
MORRISON JOSEPH	0010	0020	2	12/04/97	12/05/97
OWYANG GREGORY	0010	0020	8	12/01/97	12/11/97
ABBOTT THOMAS FRANCIS	0002	0020	1	12/12/97	12/12/97
ABBOTT THOMAS FRANCIS	0002	0020	2	12/09/97	12/10/97
ABBOTT THOMAS FRANCIS	0002	0020	2	12/03/97	12/04/97
BALMY ALEC MICHAEL	0002	0020	2	12/10/97	12/11/97
BALMY ALEC MICHAEL	0002	0020	3	11/29/97	12/05/97
BECKERLEY JOHN G	0002	0020	2	12/10/97	12/11/97
BECKERLEY JOHN G	0002	0020	2	12/03/97	12/04/97
BLACKBURN ROBERT G	0002	0020	2	12/06/97	12/07/97
BOTELHO ERIC J	0002	0020	2	12/03/97	12/04/97
CALLEN TIMOTHY J	0002	0020	2	12/09/97	12/10/97
CALZOLAI FRANCO S	0002	0020	2	12/10/97	12/11/97
CALZOLAI FRANCO S	0002	0020	2	12/07/97	12/08/97
CALZOLAI FRANCO S	0002	0020	2	12/01/97	12/02/97
CANNON LAWRENCE J	0002	0020	2	12/09/97	12/10/97
CASTELAN MICHAEL	0002	0020	2	12/04/97	12/05/97
CAULFIELD GARET J	0002	0020	2	12/10/97	12/11/97
CAULFIELD GARET J	0002	0020	5	11/29/97	12/05/97
CLARK WILLIAM	0002	0020	7	11/30/97	12/12/97

3. CONSENT CALENDAR

g) Temporary Appointments (Continued)

COTTRELL, PETER	0002	0020	3	12/08/97	12/12/97
DUNN GERALD R	0002	0020	1	12/12/97	12/12/97
DUNN GERALD R	0002	0020	2	12/09/97	12/10/97
DUNN GERALD R	0002	0020	4	11/30/97	12/04/97
ENGLER GERALD	0002	0020	2	12/10/97	12/11/97
ENGLER GERALD	0002	0020	3	11/29/97	12/03/97
GRIMESEY PATRICK E	0002	0020	2	12/10/97	12/11/97
GRIMESEY PATRICK E	0002	0020	2	12/04/97	12/05/97
HANLEY JOHN F	0002	0020	2	12/10/97	12/11/97
HANLEY JOHN F	0002	0020	2	12/07/97	12/08/97
HANLEY JOHN F	0002	0020	2	12/04/97	12/05/97
HANLEY JOHN F	0002	0020	2	12/01/97	12/02/97
HERRERA RUBEN	0002	0020	2	12/07/97	12/08/97
HESTER JOHN W	0002	0020	2	12/07/97	12/08/97
HESTER JOHN W	0002	0020	2	12/04/97	12/05/97
HICKEY JOHN ANDREW	0002	0020	2	12/10/97	12/11/97
HICKEY JOHN ANDREW	0002	0020	2	12/07/97	12/08/97
HILL STEVEN H	0002	0020	2	12/06/97	12/07/97
HOGAN WILLIAM D	0002	0020	2	12/10/97	12/11/97
HOGAN WILLIAM D	0002	0020	2	12/07/97	12/08/97
HOGAN WILLIAM D	0002	0020	2	12/04/97	12/05/97
HUNTER DARRYL	0002	0020	2	12/09/97	12/10/97
HUNTER DARRYL	0002	0020	2	12/06/97	12/07/97
HUNTER DARRYL	0002	0020	2	12/03/97	12/04/97
HUPKE KENNETH W	0002	0020	1	11/30/97	12/01/97
HURTADO VICTOR GABRIEL	0002	0020	1	11/29/97	11/29/97
HURTADO VICTOR GABRIEL	0002	0020	1	12/12/97	12/12/97
HURTADO VICTOR GABRIEL	0002	0020	2	12/09/97	12/10/97
HURTADO VICTOR GABRIEL	0002	0020	2	12/06/97	12/07/97
JONES KENNETH R	0002	0020	2	11/30/97	12/01/97
KING JOSEPH L	0002	0020	1	12/02/97	12/03/97
KNIGHT ROHAN	0002	0020	3	12/12/97	12/12/97
KNIGHT ROHAN	0002	0020	4	12/09/97	12/12/97
KOENIG WILLIAM G	0002	0020	2	11/30/97	12/04/97
KOENIG WILLIAM G	0002	0020	2	12/10/97	12/11/97
LAU KERBY	0002	0020	3	11/29/97	12/02/97
LAU KERBY	0002	0020	1	12/12/97	12/12/97
LAU KERBY	0002	0020	2	12/03/97	12/04/97
LAU KERBY	0002	0020	2	12/06/97	12/07/97
LEE SONNY T	0002	0020	2	12/09/97	12/10/97
LOMBARDI KENNETH A	0002	0020	2	12/03/97	12/04/97
LOMBARDI KENNETH A	0002	0020	2	12/04/97	12/05/97
LUNDIE KENNETH	0002	0020	3	11/29/97	12/02/97
LUNDIE KENNETH	0002	0020	1	12/12/97	12/12/97
MAGNUSEN LONNIE H	0002	0020	2	12/03/97	12/04/97
MAGNUSEN LONNIE H	0002	0020	2	12/06/97	12/07/97
MARKEL ALEXANDER	0002	0020	2	12/03/97	12/04/97
MCHUGH PAUL M	0002	0020	8	11/29/97	12/12/97
			2	12/11/97	12/12/97

3. CONSENT CALENDAR

G) Temporary Appointments (Continued)

MOY EDWARD BENJAMIN	0002	0020	2	12/11/97	12/12/97
MOY EDWARD BENJAMIN	0002	0020	2	12/08/97	12/09/97
MOY EDWARD BENJAMIN	0002	0020	2	12/05/97	12/06/97
MOY EDWARD BENJAMIN	0002	0020	2	11/29/97	11/30/97
MULHAIR LESLIE K	0002	0020	2	12/10/97	12/11/97
MULHAIR LESLIE K	0002	0020	2	12/07/97	12/08/97
MULHAIR LESLIE K	0002	0020	3	11/29/97	12/05/97
MUNIZ ROBERT P	0002	0020	2	12/07/97	12/08/97
NEWENHOUSE JOHN	0002	0020	2	12/01/97	12/02/97
OLEARY MICHAEL E	0002	0020	2	12/03/97	12/04/97
OSHEA JOHN P	0002	0020	2	12/04/97	12/05/97
OSULLIVAN KEVIN EDWARD	0002	0020	2	12/11/97	12/12/97
PARENT JOHN C	0002	0020	2	12/10/97	12/11/97
PAT MICHAEL DONALD	0002	0020	2	12/10/97	12/11/97
PAT MICHAEL DONALD	0002	0020	3	11/29/97	12/02/97
PEREZ VINCENT ACEVES	0002	0020	2	12/10/97	12/11/97
PEREZ VINCENT ACEVES	0002	0020	2	12/04/97	12/05/97
PEREZ VINCENT ACEVES	0002	0020	3	11/29/97	12/02/97
POSTEL ROBERT FREDERICK	0002	0020	1	12/12/97	12/12/97
POSTEL ROBERT FREDERICK	0002	0020	2	12/06/97	12/07/97
POSTEL ROBERT FREDERICK	0002	0020	2	11/30/97	12/01/97
PRUYN RONALD C	0002	0020	2	12/06/97	12/07/97
PRUYN RONALD C	0002	0020	2	11/30/97	12/01/97
PUMPHREY ZACHARY WILLIAMS	0002	0020	1	12/12/97	12/12/97
PUMPHREY ZACHARY WILLIAMS	0002	0020	2	12/09/97	12/10/97
PUMPHREY ZACHARY WILLIAMS	0002	0020	2	11/30/97	12/01/97
RABBITT BRIAN P	0002	0020	6	12/04/97	12/11/97
RABBITT BRIAN P	0002	0020	3	11/29/97	12/02/97
REY BRAD LAWRENCE	0002	0020	2	12/10/97	12/11/97
SCHRIK JAMES J	0002	0020	2	12/07/97	12/08/97
SEYLER JEANNE MARIE	0002	0020	4	12/05/97	12/09/97
SEYLER JEANNE MARIE	0002	0020	2	12/02/97	12/03/97
SEYLER JEANNE MARIE	0002	0020	2	12/02/97	12/03/97
SEYLER JEANNE MARIE	0002	0020	2	11/29/97	11/30/97
SLATTERY RICHARD F	0002	0020	2	12/07/97	12/08/97
SLATTERY RICHARD F	0002	0020	2	12/07/97	12/08/97
SLATTERY RICHARD F	0002	0020	5	11/29/97	12/05/97
STEVENS PHILIP T	0002	0020	2	12/04/97	12/05/97
SULLIVAN DANIEL A	0002	0020	2	12/11/97	12/12/97
SULLIVAN DANIEL A	0002	0020	2	12/08/97	12/09/97
SULLIVAN DANIEL A	0002	0020	2	12/08/97	12/09/97
SULLIVAN DANIEL A	0002	0020	2	12/05/97	12/06/97
SULLIVAN DANIEL A	0002	0020	2	12/05/97	12/06/97
SULLIVAN DANIEL A	0002	0020	2	12/02/97	12/03/97
SULLIVAN DANIEL A	0002	0020	2	12/02/97	12/03/97
SULLIVAN DENNIS WILLIAM	0002	0020	2	12/09/97	12/10/97
SULLIVAN DENNIS WILLIAM	0002	0020	2	12/03/97	12/04/97
SULLIVAN DENNIS WILLIAM	0002	0020	2	12/03/97	12/04/97
SULLIVAN DENNIS WILLIAM	0002	0020	2	11/30/97	12/01/97
TENBRUGENCATE A J	0002	0020	2	12/04/97	12/05/97
TUIASOSOP JOHN MISIATA	0002	0020	2	12/07/97	12/08/97
TUIASOSOP JOHN MISIATA	0002	0020	2	12/07/97	12/08/97
TUIASOSOP JOHN MISIATA	0002	0020	3	11/29/97	12/05/97
URQUIAGA PAUL THOMAS	0002	0020	2	12/06/97	12/07/97
VELO JOSE L	0002	0020	2	12/11/97	12/12/97
VELO JOSE L	0002	0020	2	12/11/97	12/12/97
VELO JOSE L	0002	0020	4	11/29/97	12/03/97

3. CONSENT CALENDAR

6) Temporary Appointments (Continued)

WETTELAND PATRICK	0002	0020	1	12/12/97	12/12/97
WETTELAND PATRICK	0002	0020	2	12/06/97	12/07/97
WETTELAND PATRICK	0002	0020	2	12/03/97	12/04/97
WHITE TERENCE GERARD	0002	0020	2	12/09/97	12/10/97
WHITE TERENCE GERARD	0002	0020	4	11/30/97	12/04/97
WIESSLER STEVEN	0002	0020	2	12/09/97	12/10/97
WIESSLER STEVEN	0002	0020	2	12/06/97	12/07/97
WIESSLER STEVEN	0002	0020	2	12/03/97	12/04/97
WINSLOW ROBERT EDWARD	0002	0020	1	11/29/97	11/29/97
WONG MIKE JAMES	0002	0020	2	12/01/97	12/02/97
WONG SUEON F	0002	0020	2	12/10/97	12/11/97
WONG SUEON F	0002	0020	2	12/07/97	12/08/97
WYRSCH GREGORY LANCE	0002	0020	1	11/29/97	11/29/97
WYRSCH GREGORY LANCE	0002	0020	1	12/12/97	12/12/97
WYRSCH GREGORY LANCE	0002	0020	2	12/09/97	12/10/97
WYRSCH VICTOR HERMAN	0002	0020	2	11/30/97	12/01/97
WYRSCH VICTOR HERMAN	0002	0020	2	12/11/97	12/12/97
WYRSCH VICTOR HERMAN	0002	0020	2	12/02/97	12/03/97
ZOUZOUNIS DENNIS J	0002	0020	2	11/29/97	11/30/97
ZOUZOUNIS DENNIS J	0002	0020	2	12/05/97	12/06/97
ALEXANDER ALEXANDRA C	0002	0010	2	12/02/97	12/03/97
AUSTIN KATHY A	0002	0010	4	12/06/97	12/10/97
AUSTIN KATHY A	0002	0010	2	12/03/97	12/04/97
BALMY ALEC MICHAEL	0002	0010	2	12/01/97	12/02/97
BIAGINI DANIEL J	0002	0010	2	12/09/97	12/10/97
BIAGINI DANIEL J	0002	0010	4	11/30/97	12/04/97
CELONA MICHAEL	0002	0010	8	11/29/97	12/11/97
CUFFE FRANK CONWAY	0002	0010	8	12/01/97	12/11/97
GAMICK PAULA CECILIA	0002	0010	2	12/06/97	12/07/97
GHILARDI EDWARD J JR	0002	0010	8	12/01/97	12/11/97
GORDON DAVID	0002	0010	3	11/29/97	12/03/97
HALL JAMES NMI	0002	0010	2	12/10/97	12/11/97
HALL JAMES NMI	0002	0010	2	12/07/97	12/08/97
HALL JAMES NMI	0002	0010	3	11/29/97	12/05/97
HARRIS LEONARDO	0002	0010	6	11/30/97	12/10/97
JAMES ROBERT	0002	0010	7	11/29/97	12/11/97
JOHNSON DAVID	0002	0010	4	12/08/97	12/12/97
JOHNSON DAVID	0002	0010	2	11/29/97	11/30/97
JONES HELEN MICHELLE	0002	0010	2	12/08/97	12/09/97
KARAWANNY GEORGE NMN	0002	0010	7	11/30/97	12/12/97
MARTINEZ MARIA LOURDES	0002	0010	3	12/09/97	12/12/97
MARTINEZ MARIA LOURDES	0002	0010	2	12/06/97	12/07/97
PAMPANIN VINCENT	0002	0010	7	11/30/97	12/12/97
PAUL ALLAN	0002	0010	8	11/29/97	12/09/97
ROBINSON RONALD	0002	0010	8	11/29/97	12/12/97

3. CONSENT CALENDAR

G) Temporary Appointments (Continued)

TALMADGE MELINDA ANNETTE	0002	0010	2	12/10/97	12/11/97
TALMADGE MELINDA ANNETTE	0002	0010	2	12/07/97	12/08/97
TALMADGE MELINDA ANNETTE	0002	0010	3	11/29/97	12/05/97
TSE MARY MEI LIN	0002	0010	2	12/05/97	12/06/97
URQUIAGA PAUL,	0002	0010	1	12/12/97	12/12/97
URQUIAGA PAUL,	0002	0010	4	11/30/97	12/04/97
VERANT ROGER	0002	0010	7	11/29/97	12/08/97
WON JOHN K	0002	0010	8	12/01/97	12/11/97
WONG BARRY D	0002	0010	2	12/04/97	12/05/97
WONG JEFFREY NMN	0002	0010	2	12/07/97	12/08/97
WONG JEFFREY NMN	0002	0010	2	12/04/97	12/05/97
WOO ARNOLD	0002	0010	11	11/29/97	12/11/97
WU ALLEN SUNNY	0002	0010	2	11/30/97	12/01/97
SILVESTRI ALFRED J	0024	0032	8	12/01/97	12/11/97
ALBOFF GEORGE S	0006	0024	8	12/01/97	12/12/97
CARDER MARY	0002	0006	5	11/29/97	12/11/97
MCGUINN MARTY	0002	0006	8	11/30/97	12/10/97
SCANNELL JOSEPH	0002	0006	8	11/29/97	12/12/97
THOMAS JENNIFER	0002	0006	7	11/29/97	12/11/97
VEGA PAUL	0010	0006	5	11/30/97	12/12/97
CERECHINO KENNETH	0022	0032	8	12/01/97	12/11/97
LI ERNEST	0022	0032	8	12/02/97	12/12/97
CORDES THOMAS	0004	0022	8	12/01/97	12/12/97
GRAF JOSEPH	0004	0022	8	12/01/97	12/11/97
SCHEMBRI PETER	0006	0022	8	12/01/97	12/10/97
DISABILITY PAY					
CERCOS JOHN	0030	0040	14	11/29/97	12/12/97
NOLAN VINCENT	0030	0040	14	11/29/97	12/12/97
WAGNER BRUCE	0020	0030	14	11/29/97	12/12/97
BRAIDA MICHAEL	0004	0022	14	11/29/97	12/12/97
DEMARTINI GEORGE	0020	0028	14	11/29/97	12/12/97
ASPELIN KAI	0002	0020	14	11/29/97	12/12/97
BARNEY RONALD	0002	0020	14	11/29/97	12/12/97
BAXTER JOHN	0002	0020	14	11/29/97	12/12/97
BERTOLLO WALTER	0002	0020	14	11/29/97	12/12/97

3. CONSENT CALENDAR

g) Temporary Appointments (Continued)

DISBURY WILLIAM	0002	0020	2	11/29/97	11/30/97
NEIL JAMES	0002	0020	14	11/29/97	12/12/97
YATES JANICE	0002	0020	3	11/29/97	12/01/97
PEOPLES DONALD	0002	0010	14	11/29/97	12/12/97

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4. REGULAR CALENDAR - UNFINISHED BUSINESS

RECESS: 6:26-6:32 P.M.

A) Suspension Appeal Hearing (Cont'd from Meetings of 02-27-97, 03-27-97, 07-10-97, 09-11-97, 09-22-97, 10-20-97, 11-25-97 & 12-16-97)

In accord with Section 4001.4. of the Rules and Regulations, reporting that Battalion Chief Federico Sanchez, Battalion 6, has appealed his ten calendar days of suspension for the period February 18 through 27, 1997. He was suspended for violations of the Rules and Regulations as follows:

- *Section 2801 - Officer - Unfamiliarity with policies
- *Section 2802 - Officer - Responsible for enforcement of Rules & Regulations
- *Section 2808 - Officer - Shall interest themselves in welfare of subordinates
- Section 3935 - False Reports and False Testimony
- Section 3956 - Acts Detrimental to Welfare of Department (Renumbered as 3922)
- *Section 4009 - Obstructing an investigation
- *G.O. 95 A-64 - Reporting procedure for reporting possible EEO violation

*Dismissed

6:33-9:48 P.M.

Appearances:

Martin Gran, Deputy City Attorney, represented the Department. James Lassart, Esq., represented Battalion Chief Federico Sanchez, who was present. Deputy City Attorney Darren Lee attended most of the hearing and Adrian Driscoll, Esq., a colleague of Mr. Lassart, attended the entire meeting. Deputy City Attorney Marie Blits represented the Commission.

Closed Hearing:

As previously requested and approved, the hearing was closed.

Department's Case:

Witness 1 - Deputy Chief Harold Gamble (continued) 6:33-8:47 P.M.
(As Appellant's Witness)

Exhibits:

Appellant 19 - Memo from Deputy Chief Condon to Chief Demmons 01-13-97
(Administrative Hearing for Batt. Chief Sanchez)

4. REGULAR CALENDAR - UNFINISHED BUSINESS

A) Suspension Appeal Hearing (Continued)

(Cont'd from Meetings of 02-27-97, 03-27-97, 07-10-97, 09-11-97, 09-22-97, 10-20-97, 11-25-97 & 12-16-97)

Appellant 20 - Memo from Asst. Chief Tabacco to Chief Demmons 10-12-95
(Conversations with Lt. Winona Jones and
Firefighter Barbara Britz)

RECESS: 7:40-7:50 p.m.

Appellant 21 - Interview with Asst. Chief Paul Tabacco 11-09-95
(Extract - pages 3 and 4)

Appellant 22 - Interview with Asst. Chief Tabacco 11-28-95

Appellant 23 - Interview with Lt. Winona Jones 10-31-95
(Extract - pages 44 and 45)

RECESS: 8:50-9:05 p.m.

Witness 1 - Deputy Chief Harold Gamble (continued) 9:05-9:38 p.m.
(As Department Witness)

Exhibits:

Department 8 - SFFD General Order 95-A-64 07-06-95
(EEO Complaint Process)

Department 9 - Memo from Deputy Chief Gamble to Secretary Connors 10-27-97
and Connors' return memo (Discipline) & 10-29-97

Department 10 - Cassette - containing Batt. Chief Sanchez' 11-02-95
interviews & 11-03-95

Department 11 - Administrative Hearing - Batt. Chief Sanchez 01-03-97
(38 pages)

Continuation:

The hearing was continued to January 22, 1998, at 9:00 a.m.

Note: Above represents summary of events.
Court reporter recorded entire proceedings.

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted six letters (one for NERT) commending members of the Department for response to requests for assistance, emergencies, or Neighborhood Emergency Response Team.

President Fernandez-Pifer directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

December 8, 1997

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

I just wanted to give my sincere thanks to the dedicated firefighters of Engine 32 (T/Lieutenant Thomas Abbott, Firefighters Richard Forde and Edward Barbero) for their quick response to my wife's 911 call on Tuesday, November 18, 1997, and also to the 911 dispatcher. I would also like to thank the paramedics, Steve and Irene Ager, for their help. If it wasn't for the swift and knowledgeable actions from all of these wonderful City employees, I wouldn't be here today to write this letter to you. I can't thank them enough for giving me the opportunity to share another Holiday season with my family. I am forever grateful.

Happy Holidays to you and yours and to those fine individuals who came to my assistance.

Sincerely,

/s/ FRANK J. FORENCICH
9 Bache Street
San Francisco, CA 94110

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

December 2, 1997

Lieutenant Jerry Hansen
San Francisco Fire Department
Pier 22-1/2
San Francisco, California

Dear Lieutenant Hansen:

On behalf of St. Brendan Cub Scout Pack 351 in San Francisco, We wish to thank you for your informative fireboat tour on November 29, 1997. Your description of the fireboats, engines and pumps were of great interest to the Den 2 Cubs and their parents.

Thank you for sharing your time and expertise with us.

Sincerely,

/s/ DAVID QUINONES, Asst. Cubmaster
134 Wiltshire Avenue
Daly City, CA 94015

* * * * *

December 9, 1997

Chief Robert L. Demmons
San Francisco Fire Department

Dear Chief Demmons:

On Thanksgiving evening I had the misfortune to be taken ill suddenly while dining at the home of a friend, Mrs. Rhein on Jackson Street. Mrs. Rhein called 911 and a team of firefighters from Engine 10 responded very promptly and they, in turn, called the paramedics who transported me to the hospital.

I would like you to know that the whole experience of collapsing and being taken to the hospital on the 27th was vastly ameliorated by the men of your fire department who took care of me and transported me to the hospital. They were kindness personified, most especially the paramedics who, I have since ascertained, are named Hans Enz and James Ward. The firefighters were Ronald Pruyn, James Duensing, Raul Francisco and Peter Peterson. I feel they should all be commended.

I have always admired the Fire Department but now - from personal experience - my admiration has soared and I am most grateful to all of you.

Thank you again.

Sincerely,

/s/ MAJORIE D. SCHWARZ
2661 Union Street
San Francisco, CA 94123

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

American Red Cross
Bay Area Chapter
85 Second Street, 7th floor
San Francisco, California 94105

December 12, 1997

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

Once again, the San Francisco Fire Department was very well represented at our December 3rd SF Disaster Action Team Meeting. Here we formally introduced our newly appointed SF DAT/SFPD liaison, Captain Sue Manheimer. In continuing the theme of emergency agencies working hand-in-hand, both Captain Manheimer and her Fire Department counterpart, Battalion Chief Robert Serrano arranged a unique dual presentation by SFPD Arson Task Force, with Investigator Brendan O'Leary and SFPD Homicide, with Lieutenant Dave Robinson. We were also honored to have a brief visit from SFPD Assistant Chief Earl Sanders and OES Director, Lucien Canton.

There have been frequent requests from the DAT members for information on arson and homicide. Prior to this meeting, we were unaware of what took place behind the scenes as we waited outside with the other firefighters.

Investigator O'Leary provided a clear, vivid and insightful account of what an arson investigator looks for. He also gave a brief overview on the nature of fire and the various ways it can spread. This stimulated much thought and question among our Team members. He was very generous with his time and information. He was also able to address our concerns about disturbing the scene and client confidentiality.

His very professional presentation was appreciated, not only by the DAT, but also by Jackie Wright, SF Red Cross Executive Director, Donna Curb, Disaster Operations Manager and John Ramsey, Senior Disaster Specialist.

Please extend our thanks and deep appreciation, once again, to Investigator O'Leary.

Sincerely,

/s/ CATHERINE VALLE
SF County Operations Chair

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

December 18, 1997

Editor-In-Chief
The San Francisco Chronicle
901 Mission Street
San Francisco, CA 94103

Dear Editor:

I am writing a public letter of appreciation to the San Francisco Fire Department for the professional and exemplary conduct of the Fire Department personnel who responded on December 13, 1997, to the fire at the Royal Towers Apartments on Taylor Street. All members of the Fire Department on the scene displayed an incredible combination of calming leadership, compassion, and a wonderful sense of humor. The overall effect was to create a sense of total confidence in every direction they gave and action they took. The doctors of today can learn a lot about "bedside manner" from watching how the members of the Fire Department respond in an immediate, caring, and thoughtful way to victims of fires.

Thank you and Merry Christmas SFFD!

Kind regards,

/s/ PUI FOLGER
1750 Taylor Street
San Francisco, CA 94133

* * * * *

December 15, 1997

Dear Chief Demmons:

Having participated and graduated from the Neighborhood Emergency Response Team (NERT) training I would like to commend your offices for offering such an indepth and informative program. This has been one of the best six weeks I have spent learning, and informing myself of the role I can assume should disaster strike. I am confident the tools have been given will help my fellow citizens if need be.

I would especially like to take time to commend our fine instructors, Lieutenants Alfred Rizotto and Richard Lauer, who, through experience and laughter made this class fun, informative, and brought about a closeness among us that I will take with me in future NERT endeavors. Their volunteer hours for this program are credit to your force. I know you will do all you can to see this program continue as it is vital to the public and an asset to your command in the event of a major crisis.

Best regards,

/s/ COLLEEN COOL
709 Geary Street, #103
San Francisco, CA 94109

* * * * *

5. REGULAR CALENDAR – NEW BUSINESS

B) Fire Commission Resolution (Cont'd from Meeting of 12-16-97)

Submitting Resolution No. 97-08, amending Article 7, Section 701 (Department Physician), of the Rules and Regulations, by adding new language.

President Fernandez-Pifer commented that she wanted to continue this item as it is not ready to be voted on, as the Commission still has some unresolved issues concerning the Resolution. It should not have been placed on tonight's calendar.

Commissioner Roeca moved and Vice President Roff seconded that the matter be continued.

James Ahern, President, Local 798. asked to comment on the calendar item before the Commission votes to continue.

President Fernandez-Pifer said the Commission was not prepared to have the item on calendar or discuss it. It was on prematurely.

Mr. Ahern said that procedurally, because it is on the calendar, he has a right to comment before the decision to continue is made. Mr. Ahern, on behalf of Local 798, formally requested a meet and confer on Resolution 97-08 as written. We believe there are issues that impact 798's membership.

President Fernandez-Pifer asked Deputy City Attorney Cooper if a meeting with Local 798 on Resolution 97-08 would be appropriate.

Mr. Cooper commented he assumes the Resolution language would change, as it is being continued. Mr. Ahern did not articulate what his reasons were so it is not possible to say at this point. He could make some assumptions; such as, Mr. Ahern is saying the Doctor's position affects the membership of Local 798. Mr. Cooper could not offer an opinion based on what he knows at this point. Dr. Owen has asked that we meet and confer with her union, which I believe would be appropriate if any changes were being made. To Mr. Ahern, he said that the City's consistent position is that we are happy to meet and confer before we change a past practice. I think the Department's position has been the same.

Mr. Ahern asked to respond and clarify. He believed, based on the current language in the Resolution, that there are certain privacy rights that impact 798's membership, per the California Constitution. And on that single issue alone, we have the right to meet and confer. Also, we would ask that we receive proper notification in written form, rather than a posting on the bulletin board, of a proposed change that might impact the membership.

Deputy City Attorney Cooper commented that because the language and substance of the Resolution are still somewhat up in the air, he is reluctant to opine on

5. REGULAR CALENDAR - NEW BUSINESS

B) Fire Commission Resolution (Continued)
(Cont'd from Meeting of 12-16-97)

Whether Local 798 is entitled to notice in instant case. But he stated that there is a difference between giving notice and agreeing to a right to meet and confer. Right now, he cannot agree that there is a right to meet and confer. It would be more appropriate to wait until the language is finalized and address the issue at that time.

There were no further questions or discussion and the matter was continued.

C) Public Comment

James Ahern, President, Local 798, informed the Commission that:

Local 798 has been invited to participate in a meeting sponsored by the National Institute for Occupational Safety and Health (NIOSH) to review a national initiative to prevent firefighter fatalities. NIOSH has invited individuals from both the public and private sectors to participate in this meeting to be held on January 28 and 29, 1998, in Washington, D.C.

NIOSH is a Federal agency responsible for conducting research to prevent work-related injuries and illnesses. The International Association of Fire Fighters (IAFF) advocated legislation that sought federal investigations for every firefighter line of duty death. Congress allocated \$2.5 million to NIOSH in fiscal year 1998 to develop and implement an initiative to reduce occupationally-related fatalities of firefighters.

The director of NIOSH, Linda Rosenstock, M.D., M.P.H., stated that the goal of this meeting " ... is to identify critical research needs, share information on strategies for preventing firefighter fatalities, and participate in a dialogue about future directions in this area."

Local 798 welcomes this opportunity to participate in this meeting to share information and to assist in any effort that prevents firefighter fatalities.

He added that the San Francisco Fire Department (SFFD) also has received an invitation to participate. During the SFD joint Labor and Management Safety and Health Committee to be held next week on January 20th, Mr. Ahern will appear before the Committee, working with the Department as a means to have

5. REGULAR CALENDAR – NEW BUSINESS

C) Public Comment

dialogue and show cooperation between the Union and Administration as we work together on a common goal – to research, participate and make a contribution as to what the Union has learned in terms of firefighter fatalities and serious illnesses that befall firefighters at the fireground.

There being no further business to come before the Commission, the meeting was adjourned at 9:48 p.m.

Raymond G. Connors
Secretary



1/22/98

Special

JOURNAL OF PROCEEDINGS(MINUTES)

DOCUMENTS DEPT.

MAR 11 1998

SAN FRANCISCO
PUBLIC LIBRARYFIRE COMMISSION* Special Meeting - Thursday - January 22, 1998 - 9:00 a.m.

260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:
 President Rosemarie Fernandez-Pifer
 Vice President Hadley R. Roff
 Commissioner Stephen A. Nakajo
 Commissioner Russell S. Roeca
 Commissioner Ted N. Soulis

Richard E. Condon

- Acting Chief of Department

2. CLOSED SESSION

- A) Suspension Appeal Hearing (Cont'd from Meetings of 02-27-97, 03-27-97,
 07-10-97, 09-11-97, 09-22-97, 10-20-97, 11-25-97,
 12-16-97 & 01-08-98)

In accord with Section 4001.4. of the Rules and Regulations, reporting that Battalion Chief Federico Sanchez, Battalion 6, has appealed his ten calendar days of suspension for the period February 18 through 27, 1997. He was suspended for violations of the Rules and Regulations as follows:

- *Section 2801 - Officer - Unfamiliarity with policies
- *Section 2802 - Officer - Responsible for enforcement of Rules & Regulations
- *Section 2808 - Officer - Shall interest themselves in welfare of subordinates
- Section 3935 - False Reports and False Testimony
- Section 3956 - Acts Detrimental to Welfare of Department (Renumbered as 3922)
- *Section 4009 - Obstructing an investigation
- *G.O. 95 A-64 - Reporting procedure for reporting possible EEO violation

*Omitted

The first part of the paper is devoted to a review of the literature on the topic. The second part presents the results of the empirical analysis. The third part discusses the implications of the findings. The fourth part concludes the paper.

The results of the empirical analysis show that there is a significant positive relationship between the variables under study. This finding is consistent with the theoretical expectations. The implications of these findings are discussed in the next section.

The implications of the findings are that the variables under study are positively related. This suggests that the theoretical model is supported by the empirical evidence. The conclusion of the paper is that the variables under study are positively related.

The conclusion of the paper is that the variables under study are positively related. This finding is consistent with the theoretical expectations. The implications of these findings are discussed in the next section.

2. CLOSED SESSION

A) Suspension Appeal Hearing (Continued)
(Cont'd from Meetings of 02-27-97, 03-27-97, 07-10-97, 09-11-97 & 09-22-97,
10-20-97, 11-25-97, 12-16-97 & 01-08-98)

9:07 a.m. - 12 noon
4:40 p.m. - 7:38 p.m.

Appearances:

Martin Gran, Deputy City Attorney, represented the Department. James Lassart, Esq., represented Battalion Chief Federico Sanchez, who was present.

Deputy City Attorney Marie Blits represented the Commission.

Closed Hearing:

As previously requested and approved, the hearing was closed.

Department's Case:

Witness 1 - Deputy Chief Harold Gamble (continued) 9:10-9:25 a.m.
(As Department's Witness)

Witness 1 - Deputy Chief Harold Gamble (continued) 9:25-9:45 a.m.
(As Appellant's Witness)

Exhibits:

Appellant 24 - G.O. 91 A-2 (EEO Policy) 01-03-91

Witness 2 - Battalion Chief Federico Sanchez 9:45-12:00 noon
(As Department's Witness)

RECESS: 10:30-10:45 a.m.

Exhibits:

Department 12 - Battalion Chief Sanchez' handwritten notes
of telephone conversation

RECESS: 12:00 noon - 4:40 p.m.

Witness 2 - Battalion Chief Federico Sanchez (cont'd) 4:40-4:50 p.m.
(As Department's Witness)

CLOSED SESSION

A) Suspension Appeal Hearing (Continued)

(Cont'd from Meetings of 02-27-97, 03-27-97, 07-10-97, 09-11-97 & 09-22-97,
10-20-97, 11-25-97, 12-16-97 & 01-08-98)

Witness 3 - Lieutenant Winona Jones
(As Department's Witness)

4:50-5:02 p.m.
5:55-5:58 p.m.
6:02-6:04 p.m.

Witness 3 - Lieutenant Winona Jones
(As Appellant's Witness)

5:02-5:55 p.m.
5:58-6:02 p.m.

Exhibits:

Appellant 25 - Sequence of Events - Three-page memorandum prepared by Lieutenant Winona Jones

RECESS: 6:04-6:38 P.M.

Witness 4 - T/Captain Ernest Li, BFP
(As Appellant's Witness)

6:38-7:10 p.m.

Witness 4 - T/Captain Ernest Li, BFP
(As Department's Witness)

7:10-7:25 p.m.

RECESS: 7:25-7:38 p.m.

The Suspension Appeal Hearing was RECESSED until Tuesday, February 10, 1998, at 6:00 p.m.

Note: Above represents summary of events.
Court reporter recorded entire proceedings.

2. CLOSED SESSION

- A) Suspension Appeal Hearing (Continued)
(Cont'd from Meetings of 02-27-97, 03-27-97, 07-10-97, 09-11-97 & 09-22-97,
10-20-97, 11-25-97, 12-16-97 & 01-08-98)

RECESSED MEETING RESUMED ON TUESDAY, FEBRUARY 10, 1998, AT 6:00 P.M.

6:07-9:03 p.m.

Appearances:

Martin Gran, Deputy City Attorney, represented the Department. James Lassart, Esq., represented Battalion Chief Federico Sanchez, who was present.

Deputy City Attorney Marie Blits represented the Commission.

Richard E. Condon attended in the capacity as Acting Chief of Department.

Closed Hearing:

As previously requested and approved, the hearing was closed.

Department's Case:

Witness 2 - Battalion Chief Federico Sanchez
(As Appellant's Witness)

6:10-6:50 p.m.

RECESS: 6:50-7:05 p.m.

Witness 2 - Battalion Chief Federico Sanchez
(As Department's Witness)

7:05-7:55 p.m.

RECESS: 7:57-8:06 p.m.
(Commissioner Nakajo joined the meeting at the
conclusion of the recess)

2. CLOSED SESSION

- A) Suspension Appeal Hearing (Continued)
(Cont'd from Meetings of 02-27-97, 03-27-97, 07-10-97, 09-11-97 & 09-22-97,
10-20-97, 11-25-97, 12-16-97 & 01-08-98)
- | | | |
|-------------------|------------|----------------|
| Closing Argument: | Department | 8:07-8:27 p.m. |
| Rebuttal: | Department | 8:48-9:02 p.m. |
| Closing Argument: | Appellant | 8:27-8:48 p.m. |
- Note: Above represents summary of events.
Court reporter recorded entire proceedings.

There being no further business to come before the Commission, the meeting was adjourned at 9:03 p.m.

Raymond G. Connors
Secretary

CSF
F50
#2
1/22/98

No. 98-03

JOURNAL OF PROCEEDINGS

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FIRE COMMISSION

Regular Meeting - Thursday - January 22, 1998 - 6:00 p.m.
260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:

President Rosemarie Fernandez-Pifer
Vice President Hadley R. Roff
Commissioner Stephen A. Nakajo
Commissioner Russell S. Roeca
Commissioner Ted N. Soulis

Richard E. Condon
Harold E. Gamble
Lorrie A. Kalos

- Acting Chief of Department
- Deputy Chief - Administration
- Assistant Deputy Chief - Support Services

Chief Officers - Staff:

Bernie F. Lee
Paul J. Tabacco

- Management Services
- Training

Chief Officers - Firefighting Service:

David A. Haberlin
Gary L. Musante
Arthur W. Kenney
Ray Balzarini
Richard C. Shortall

- Division 1 (Acting)
- Division 2
- Division 3
- Division of Airports
- Emergency Medical Services (Acting)

2. Adoption of the minutes of the Regular Meeting of January 8, 1998.

Vice President Roff moved and Commissioner Roeca seconded.
There were no questions or discussion and the minutes were adopted as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "L") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A) Military Leaves

Submitting for adoption applications from two members for Military Leaves of Absence with pay, in order to comply with Military Orders received from their commanding officers:

	<u>Rank</u>	<u>Dates</u>	<u>Days</u>	<u>Military Organization</u>	<u>Purpose</u>
Pampanin, Vincent Sgt. E-5	H2 FF	01-11-98	1	US Army Res. Moffett Field, CA	Attend Active Duty Training
Reed, Robert E. Petty Officer	H2 FF	01-24-98 01-25-98 03-07-98 03-08-98 04-18-98 04-19-98	2 2 2	US Coast Gd. Res. Sausalito, CA	Attend Inactive Duty Training

B) Monthly Report - Training

Submitting monthly report from Division of Training for December, 1997.

C) Monthly Report - Div. of FP&I

Submitting monthly report from Division of Fire Prevention and Investigation concerning activities performed during December, 1997.

D) Monthly Report - Management Services

Submitting monthly report from Management Services, concerning activities performed during December, 1997.

3. CONSENT CALENDAR

E) Temporary Exempt Appointment

Reporting the following TEMPORARY EXEMPT appointment:

EFFECTIVE DATE - DECEMBER 26, 1997

H51 Assistant Deputy Chief II

Lorrie Kalos
(vice: Arthur Citron (H5D),
retired)

F) Permanent Appointments

Reporting the following PERMANENT appointments:

EFFECTIVE DATE - DECEMBER 2D, 1997

H2 Firefighter

Raycardo A. Aviles
Stephen F. Cassidy
Jason Chan
Virginia W. Cheung
Patricia M. Fallon
Stephen V. Giacalone
Beth M. Goudreau
Jaymes C. Neal
Petra G. Johnson
David J. Lester

Emmon D. Lew
Mark L. Macias
Kevin W. Martin
Fred W. Salan
Cantrez M. Triplitt
Timothy J. Ware
Johnson F. You
Patricia Yuen
Robert P. Zlatunich

EFFECTIVE DATE - DECEMBER 21, 1997

Ramon C. Flores

EFFECTIVE DATE - DECEMBER 25, 1997

Elizabeth M. Leahy

EFFECTIVE DATE - JANUARY 1, 1998

Terri L. Skov

3. CONSENT CALENDAR

G) Probationary Appointments

Reporting the following PROBATIONARY appointments:

EFFECTIVE DATE – DECEMBER 1, 1997

H2 Firefighter

Carla Bisio
(vice: Substituted Positions,
FY 1995-96)

Heather M. Buren
(vice: Substituted Positions,
FY 1995-96)

(Note: The following H2 Firefighters are appointed
vice Pending Promotional Appointments)

Kimberly A. Grinton
Erin K. Murphy
Holly L. Wipfler
Kathleen M. Zepeda
Justin J. Apostoli
Larry J. Deen
Robert J. Neunecker
Bruce D. Martin
Erica C. Asteseros
Renee C. Nicholson
Andre L. Brown
Jeffrey L. Deem
David J. Hawkins
Gregory D. Lawrence
Aaron C. Stevenson, Jr.
Moisa A. Cueto
Christina Y. Hijjawi
Kimberly A. Martin
Daniel J. Boreen
Luis A. Ibarra-Rivera

Karl J. Juardo
Agustin J. Larue
Daniel J. Molloy
Kimberly K. Hiroshima
Sayumi Hutchinson
Nicol P. Juratovac
Patricia F. Lee
Mimi Woo
Joe N. Chan
Perry P. Choy
Dee H. Lau
Wayman Ong
Alberto A. Pedruco
Dennis C. Sy
Waylen K. Wang
Tyson G. Yee
Dana L. Pompeo
Donny Bendo
Leslie A. Wong

H) Provisional Appointment

Reporting the following PROVISIONAL appointment:

EFFECTIVE DATE – DECEMBER 1, 1997

H2 Firefighter

Dennis O. Kelly*
(vice: Pending Promotional
Appointments)

*previously employed as federal firefighter at TI

3. CONSENT CALENDAR

I) Resignations

Submitting resignations of the following:

Probationary H2 Firefighter Gregory Lawrence,
effective close of business December 9, 1997.
(Resigned with satisfactory services.
Started December 1, 1997.)

2532 Paramedic Bruno Gonzalez, effective close
of business December 9, 1997.
(Resigned with satisfactory services.
Transferred from DPH July 1, 1997.)

J) Accidents

Submitting reports and recommendations of
the Accident Committee regarding the
following accidents:

	<u>Accident No.</u>	<u>Date</u>	<u>Serial No.</u>	<u>Category</u>	<u>Recommendation</u>
B.F.P. Drv: FSI-II Mary Boucher	97-8-097	11-26-97	026	C	File
Cause:	Rear end collision - BFP vehicle was traveling in stop and go traffic at Highway 280 when it struck an automobile's rear bumper				
B.F.I. Drv: Investigator Eileen McCrystle	97-B-098	12-02-97	969	B	Bill
Cause:	BFI vehicle was proceeding across intersection and needed to steer quickly to avoid on-coming vehicle; while so doing, BFI vehicle sideswiped another car				
Engine B Off: T/Lt. James Cunnane; Drv: FF Colin Mackenzie	97-8-099	12-02-97	512	A	File
Cause:	Misjudged clearance - Eng 8, while making a U-turn, misjudged clearance, and backed into a guard rail				

3. CONSENT CALENDAR

J) Accidents (Continued)

Rescue 2	97-8-100	12-03-97	881	A	File
Off: Lt. Michael Bello;	Orv: FF Mark Kane				
Cause:	Res. 2, while responding to an incident from Station 36, activated the door closure button too soon causing the apparatus to strike the bottom of the door				
Ambulance	97-8-101	12-04-97	95A	A	File
Orv: Paramedic Oebra Tanis					
Cause:	Misjudged clearance - Ambulance, while backing out from the hospital, struck a cab				
Engine 28	97-8-102	12-04-97	597	A	File
Off: Lt. Bryan Rubenstein;	Orv: FF Robert Tai				
Cause:	Eng 28, while backing into quarters, struck the storage door which was left open				
Engine 1	97-8-103	12-05-97	501	8	811
Off: Lt. Michael Thompson;	Orv: FF Mark Castagnola				
Cause:	Failure to stop - Eng 1, while backing into quarters, was struck by a car that tried to maneuver around Eng 1				
Engine 41	97-8-104	12-07-97	511	B	811
Off: T/Lt. Leslie Mulhair;	Drv: FF Robert Postel				
Cause:	Intersection accident - Eng 41, while responding to an incident, was proceeding through a green light when an automobile struck Eng 41				
Engine 42	97-8-105	12-09-97	588	A	File
Off: Lt. Anesto Estrella;	Orv: FF Michele Li				
Cause:	Misjudged clearance - Eng 42, while backing into quarters, grazed the frontal bricks of the station; guides were posted				

3. CONSENT CALENDAR

J) Accidents (Continued)

Headquarters 97-8-106 12-13-97 409 B Bill
Off: Deputy Chief Harold Gamble

Cause: Rear end collision - HQ vehicle, while stopped at red light, was struck by another vehicle

Truck 2 97-8-107 12-13-97 609 A File
Off: Lt. Larry Henry; Drv: FF Christopher Diaz; Tlr: FF Gregory Wyrsh

Cause: Misjudged clearance - Trk 2, while returning from an incident, grazed a double-parked vehicle

Engine 15 97-8-108 12-18-97 594 A File
Off: Lt. Willard Smith; Drv: FF Paul Schneider

Cause: Misjudged clearance - Eng 15, while responding to an incident, tried to pass between a parked car and a double-parked car when it struck the parked car

Ambulance 97-8-109 12-19-97 916 A File
Drv:

Cause: An unattended automobile owned by an off-duty paramedic struck a parked EMS vehicle and then damaged the automatic gate at the EMS Potrero Street location

Truck 16 97-8-110 12-22-97 605 B Bill
Off: Lt. Pete Fay; Drv: FF Robert Bassett; Tlr: FF Nicholas Gentile

Cause: Trk 16, while proceeding to an incident with red lights and siren, crossed the intersection against a red light and was struck by a civilian vehicle which failed to heed Trk 16's siren

Truck 13 97-8-111 12-23-97 611 A File
Off: T/Lt. David Johnson; Drv: FF Reyner Medina; Tlr: FF Robin Prosch

Cause: Misjudged clearance - Trk 13, while making a turn, struck a post on the center island

3. CONSENT CALENDAR

J) Accidents (Continued)

Truck 2 97-8-112 12-24-97 606 A File
Off: Lt. Kevin Smith; Drv: FF Joseph Guttman; Tlr: FF Stephen Christensen

Cause: Trk 2 grazed a double-parked truck while attempting to pass the truck

Truck 10 97-8-113 12-26-97 606 A File
Off: T/Lt. Wing Chan; Drv: FF Keith Sever; Tlr: FF John Staudt

Cause: Misjudged clearance - Trk 10, while backing up into quarters, struck the concrete abutement near the apparatus doorway

Truck 16 97-8-114 12-28-97 605 A File
Off: Capt. Ray Guzman; Drv: FF Stephen Giacalone; Tlr: FF Natalie Hernandez

Cause: Trk 16, while exiting quarters, struck the apparatus bay door jam with its open compartment door

Note:

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

K) Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries, December 13 through December 26, 1997.

3. CONSENT CALENDAR

L) Temporary Appointments

Reporting having made 254 temporary appointments December 13 through December 26, 1997.

Vice President Roff moved and Commissioner Soulis seconded. There were no questions or discussion and Items "A" through "L" on the Consent Calendar were adopted or ordered filed as appropriate.

3. CONSENT CALENDAR

L) Temporary Appointments (Continued)

Report having made 254 temporary appointments during Payroll period
December 13 through December 26, 1997.

NAME	Present RANK	Higher RANK	NO.OF DAYS WORKED	DATES
KALOS LORRIE	0030	0051	9	12/15/97 12/26/97
ASARO JOSEPH	0040	0050	9	12/15/97 12/26/97
BARBANO MARK J	0040	0050	2	12/20/97 12/21/97
BOUDOURES ROBERT G	0040	0050	2	12/13/97 12/14/97
BRACCO RICHARD D	0040	0050	2	12/25/97 12/26/97
BRACCO RICHARD D	0040	0050	2	12/19/97 12/20/97
CARDINALE FRANK T	0040	0050	1	12/26/97 12/26/97
DUNN FRANKLIN H	0040	0050	2	12/23/97 12/24/97
FERRY JAMES C	0040	0050	1	12/13/97 12/13/97
HABERLIN DAVID A	0040	0050	7	12/14/97 12/26/97
LEE JOHN J	0040	0050	3	12/23/97 12/26/97
LO JOHNNY ROBERT	0040	0050	2	12/23/97 12/24/97
MCGUIRE THOMAS	0040	0050	8	12/15/97 12/25/97
MILES WILLIAM E	0040	0050	2	12/15/97 12/16/97
MORAN MICHAEL R	0040	0050	2	12/22/97 12/23/97
MORAN MICHAEL R	0040	0050	2	12/19/97 12/20/97
MORAN MICHAEL R	0040	0050	2	12/16/97 12/17/97
SHANNON VICTOR	0040	0050	8	12/13/97 12/26/97
TRACEY JAMES M	0040	0050	2	12/24/97 12/25/97
BENNETT ROD L	0030	0040	2	12/25/97 12/26/97
BENNETT ROD L	0030	0040	2	12/19/97 12/20/97
BENNETT ROD L	0030	0040	2	12/16/97 12/17/97
BENNETT ROD L	0030	0040	2	12/13/97 12/14/97
BONNEL MICHAEL W	0030	0040	2	12/19/97 12/20/97
BONNEL MICHAEL W	0030	0040	2	12/13/97 12/14/97
CONROY KENNETH J	0030	0040	2	12/24/97 12/25/97
GARCIA PHILIP F	0030	0040	3	12/23/97 12/26/97
GARCIA PHILIP F	0030	0040	4	12/14/97 12/21/97
GOODIN DOUGLAS L	0030	0040	2	12/23/97 12/24/97
GROSHONG MARK V	0030	0040	2	12/18/97 12/19/97
HAYES-WHITE JOANNE	0030	0040	7	12/15/97 12/24/97
KEARNEY MICHAEL S	0030	0040	2	12/24/97 12/25/97
KEARNEY MICHAEL S	0030	0040	3	12/13/97 12/16/97
KELBER PHILIP S	0030	0040	7	12/13/97 12/25/97
MASSETANI GARY	0030	0040	9	12/15/97 12/26/97
NOLAN MICHAEL J	0030	0040	2	12/25/97 12/26/97
NOLAN MICHAEL J	0030	0040	2	12/22/97 12/23/97
PAGAN VICTOR A	0030	0040	2	12/23/97 12/24/97
PEEFF JOHN T	0030	0040	2	12/18/97 12/19/97
REVEL RENE H	0030	0040	2	12/22/97 12/23/97

3. CONSENT CALENDAR

L) Temporary Appointments (Continued)

RONAN JOHN E	0030	0040	2	12/22/97	12/23/97
RONAN JOHN E	0030	0040	2	12/19/97	12/20/97
RONAN JOHN E	0030	0040	2	12/13/97	12/14/97
SERAFINI WILLIAM F	0030	0040	4	12/22/97	12/26/97
SIRAGUSA THOMAS A	0030	0040	1	12/13/97	12/13/97
TOMASELLO RAYMOND	0030	0040	2	12/24/97	12/25/97
TOMASELLO RAYMOND	0030	0040	4	12/18/97	12/22/97
TOMASELLO RAYMOND	0030	0040	2	12/15/97	12/16/97
AHUMADA MICHAEL R	0020	0030	2	12/23/97	12/24/97
AHUMADA MICHAEL R	0020	0030	2	12/20/97	12/21/97
AHUMADA MICHAEL R	0020	0030	2	12/14/97	12/15/97
BARAONA EUGENE A	0020	0030	2	12/25/97	12/26/97
BARAONA EUGENE A	0020	0030	2	12/22/97	12/23/97
BARAONA EUGENE A	0020	0030	2	12/16/97	12/17/97
BARAONA EUGENE A	0020	0030	2	12/13/97	12/14/97
BONNIE WM SCOTLAND	0020	0030	3	12/13/97	12/16/97
CUNNIE MICHAEL J	0020	0030	2	12/25/97	12/26/97
CUNNIE MICHAEL J	0020	0030	2	12/22/97	12/23/97
CUNNIE MICHAEL J	0020	0030	2	12/19/97	12/20/97
CUNNIE MICHAEL J	0020	0030	2	12/16/97	12/17/97
DRAKE GEORGE	0020	0030	2	12/19/97	12/20/97
FORBES JOHN J III	0020	0030	2	12/23/97	12/24/97
FREDIANI DONALD L	0020	0030	8	12/13/97	12/23/97
GALLEGOS THOMAS M	0020	0030	4	12/22/97	12/26/97
GALLEGOS THOMAS M	0020	0030	2	12/13/97	12/14/97
GARDNER PATRICK T	0020	0030	2	12/16/97	12/17/97
GRIFFIN JAMES W	0020	0030	2	12/13/97	12/14/97
GUTIERREZ RICHARD	0020	0030	4	12/22/97	12/26/97
GUTIERREZ RICHARD	0020	0030	2	12/19/97	12/20/97
HANSEN JERRY E	0020	0030	2	12/23/97	12/24/97
HANSEN JERRY E	0020	0030	2	12/14/97	12/15/97
HARRINGTON JAMES P	0020	0030	2	12/24/97	12/25/97
HARRINGTON JAMES P	0020	0030	2	12/18/97	12/19/97
HARRINGTON JAMES P	0020	0030	3	12/13/97	12/16/97
HENTZ JAMES R	0020	0030	2	12/22/97	12/23/97
HENTZ JAMES R	0020	0030	2	12/19/97	12/20/97
HENTZ JAMES R	0020	0030	2	12/13/97	12/14/97
HUBBARD FRED A	0020	0030	2	12/19/97	12/20/97
KELLY THOMAS J	0020	0030	2	12/23/97	12/24/97
KING ALEXANDER M	0020	0030	2	12/16/97	12/17/97
LANDIVAR WILLIAM G	0020	0030	2	12/22/97	12/23/97
LAUER RICHARD L	0020	0030	4	12/21/97	12/25/97
LAUER RICHARD L	0020	0030	3	12/13/97	12/16/97
LEONARD ALLAN J	0020	0030	3	12/23/97	12/26/97
LEONARD ALLAN J	0020	0030	4	12/14/97	12/18/97
LIGGINS EDWARD JR	0020	0030	6	12/15/97	12/25/97
MCKEON JOSEPH B	0020	0030	2	12/13/97	12/14/97

3. CONSENT CALENDAR

L) Temporary Appointments (Continued)

MILLARD TERRY	0020	0030	2	12/25/97	12/26/97
MILLARD TERRY	0020	0030	2	12/22/97	12/23/97
MILLARD TERRY	0020	0030	2	12/19/97	12/20/97
MONTAGUE GARY M	0020	0030	1	12/13/97	12/13/97
MURRAY THOMAS E	0020	0030	3	12/23/97	12/26/97
NORTON WILLIAM	0020	0030	2	12/14/97	12/15/97
OUTLEY JAMES A	0020	0030	2	12/23/97	12/24/97
PLESCIA MATTHEW V	0020	0030	2	12/14/97	12/15/97
RIEMER JAMES G	0020	0030	2	12/21/97	12/22/97
RIEMER JAMES G	0020	0030	1	12/13/97	12/13/97
RIPOLL GEORGE J	0020	0030	2	12/24/97	12/25/97
RIPOLL GEORGE J	0020	0030	2	12/21/97	12/22/97
RUSSO ANTHONY M	0020	0030	3	12/13/97	12/19/97
SOULE ANTHONY P	0020	0030	7	12/14/97	12/26/97
BARTELS WILLIAM	0020	0028	9	12/15/97	12/26/97
BOUYEA ROGER	0020	0028	7	12/15/97	12/26/97
HIGGINS JOSEPH	0020	0028	10	12/15/97	12/26/97
JONES GREGORY D	0020	0028	8	12/15/97	12/24/97
KAWAGUCHI TODD	0020	0028	3	12/15/97	12/17/97
LABRADO RUDOLPH	0020	0028	8	12/16/97	12/26/97
MARTIN DON	0020	0028	7	12/16/97	12/26/97
MORINO FRANK	0020	0028	6	12/16/97	12/26/97
WILSON JOSEPH	0020	0028	12	12/15/97	12/26/97
CAMPBELL EDWARD	0010	0020	9	12/15/97	12/26/97
CHAN WING CHUNG	0010	0020	2	12/25/97	12/26/97
CHAN WING CHUNG	0010	0020	2	12/13/97	12/14/97
GRIFFEY NIKKI P	0010	0020	2	12/23/97	12/24/97
GRIFFEY NIKKI P	0010	0020	3	12/13/97	12/17/97
MORRISON JOSEPH	0010	0020	2	12/25/97	12/26/97
MORRISON JOSEPH	0010	0020	2	12/13/97	12/14/97
OWYANG GREGORY	0010	0020	7	12/15/97	12/24/97
VANDERVENNET JOHN	0010	0020	2	12/14/97	12/15/97
ABBOTT THOMAS FRANCIS	0002	0020	3	12/13/97	12/16/97
BALMY ALEC MICHAEL	0002	0020	4	12/22/97	12/26/97
BALMY ALEC MICHAEL	0002	0020	2	12/13/97	12/14/97
BARON ANDREW S	0002	0020	2	12/21/97	12/22/97
BECKERLEY JOHN G	0002	0020	6	12/19/97	12/26/97
BECKERLEY JOHN G	0002	0020	2	12/16/97	12/17/97
BLACKBURN ROBERT G	0002	0020	4	12/21/97	12/25/97
BLACKBURN ROBERT G	0002	0020	2	12/18/97	12/19/97
BUSALACCHI RICHARD	0002	0020	1	12/26/97	12/26/97
CALLEN TIMOTHY J	0002	0020	2	12/24/97	12/25/97
CALZOLAI FRANCO S	0002	0020	4	12/19/97	12/23/97
CALZOLAI FRANCO S	0002	0020	2	12/16/97	12/17/97
CALZOLAI FRANCO S	0002	0020	2	12/13/97	12/14/97

3. CONSENT CALENDAR

L) Temporary Appointments (Continued)

CANNON LAWRENCE J	0002	0020	2	12/18/97	12/19/97
CAULFIELD GARET J	0002	0020	2	12/22/97	12/23/97
CAULFIELD GARET J	0002	0020	2	12/19/97	12/20/97
CAULFIELD GARET J	0002	0020	4	12/13/97	12/17/97
CHARLETON MICHAEL B	0002	0020	2	12/23/97	12/24/97
CHARLETON MICHAEL B	0002	0020	2	12/14/97	12/15/97
CHRISTOBAL CLYDE M	0002	0020	2	12/14/97	12/15/97
CHU EDWARD Y	0002	0020	2	12/25/97	12/26/97
CHU EDWARD Y	0002	0020	2	12/13/97	12/14/97
CLARK WILLIAM	0002	0020	9	12/13/97	12/25/97
COTTON MICHAEL A	0002	0020	2	12/25/97	12/26/97
COTTRELL PETER	0002	0020	7	12/13/97	12/25/97
DELANE MICHAEL W	0002	0020	2	12/14/97	12/15/97
DUNN GERALD R	0002	0020	4	12/21/97	12/25/97
DUNN GERALD R	0002	0020	2	12/18/97	12/19/97
DUNN GERALD R	0002	0020	3	12/13/97	12/16/97
ENGLER GERALD	0002	0020	4	12/14/97	12/19/97
FALLS GARY J	0002	0020	2	12/23/97	12/24/97
GHILARDI EDWARD J JR	0002	0020	2	12/25/97	12/26/97
GISSLER JACK A	0002	0020	2	12/17/97	12/18/97
GREGORY STEPHAN H	0002	0020	2	12/24/97	12/25/97
GRIMESEY PATRICK E	0002	0020	4	12/13/97	12/20/97
HANLEY JOHN F	0002	0020	8	12/13/97	12/26/97
HERRERA RUBEN	0002	0020	2	12/13/97	12/14/97
HESTER JOHN W	0002	0020	2	12/13/97	12/14/97
HICKEY JOHN ANDREW	0002	0020	6	12/19/97	12/26/97
HICKEY JOHN ANDREW	0002	0020	2	12/13/97	12/14/97
HILL STEVEN H	0002	0020	2	12/24/97	12/25/97
HILL STEVEN H	0002	0020	2	12/18/97	12/19/97
HOGAN WILLIAM D	0002	0020	2	12/13/97	12/14/97
HUNTER DARRYL	0002	0020	4	12/21/97	12/25/97
HUNTER DARRYL	0002	0020	4	12/15/97	12/19/97
HUPKE KENNETH W	0002	0020	2	12/13/97	12/14/97
HURTADO VICTOR GABRIEL	0002	0020	2	12/24/97	12/25/97
HURTADO VICTOR GABRIEL	0002	0020	2	12/21/97	12/22/97
HURTADO VICTOR GABRIEL	0002	0020	3	12/13/97	12/16/97
JOHNSON CHARLES N	0002	0020	2	12/25/97	12/26/97
JOHNSON DAVID ALAN	0002	0020	2	12/23/97	12/24/97
JONES KENNETH R	0002	0020	2	12/17/97	12/18/97
KING JOSEPH L	0002	0020	2	12/21/97	12/22/97
KING JOSEPH L	0002	0020	1	12/13/97	12/13/97
KNEIS MICHAEL P	0002	0020	2	12/25/97	12/26/97
KNIGHT ROHAN	0002	0020	2	12/24/97	12/25/97
KNIGHT ROHAN	0002	0020	2	12/21/97	12/22/97
KNIGHT ROHAN	0002	0020	2	12/18/97	12/19/97
KNIGHT ROHAN	0002	0020	3	12/13/97	12/16/97
KOENIG WILLIAM G	0002	0020	2	12/13/97	12/14/97

3. CONSENT CALENDAR

L) Temporary Appointments (Continued)

LAU KERBY -	0002	0020	2	12/24/97	12/25/97
LAU KERBY	0002	0020	2	12/21/97	12/22/97
LAU KERBY	0002	0020	2	12/18/97	12/19/97
LAU KERBY	0002	0020	3	12/13/97	12/16/97
LEE SONNY T	0002	0020	2	12/24/97	12/25/97
LOMBARDI KENNETH A	0002	0020	2	12/22/97	12/23/97
LOMBARDI KENNETH A	0002	0020	2	12/19/97	12/20/97
LOMBARDI KENNETH A	0002	0020	2	12/16/97	12/17/97
LUNDIE KENNETH	0002	0020	1	12/13/97	12/13/97
MAGNUSEN LONNIE H	0002	0020	2	12/24/97	12/25/97
MARKEL ALEXANDER	0002	0020	6	12/15/97	12/24/97
MCHUGH PAUL M	0002	0020	2	12/14/97	12/15/97
MERRILL CLIFTON D	0002	0020	2	12/21/97	12/22/97
MOY EDWARD BENJAMIN	0002	0020	7	12/14/97	12/26/97
MULHAIR LESLIE K	0002	0020	6	12/19/97	12/26/97
OLEARY MICHAEL E	0002	0020	2	12/18/97	12/19/97
OSHEA JOHN P	0002	0020	2	12/25/97	12/26/97
OSHEA JOHN P	0002	0020	2	12/19/97	12/20/97
OSULLIVAN KEVIN EDWARD	0002	0020	1	12/26/97	12/26/97
OSULLIVAN KEVIN EDWARD	0002	0020	4	12/14/97	12/18/97
PARENT JOHN C	0002	0020	2	12/25/97	12/26/97
PARENT JOHN C	0002	0020	2	12/13/97	12/14/97
PATT MICHAEL DONALD	0002	0020	2	12/22/97	12/23/97
PATT MICHAEL DONALD	0002	0020	2	12/19/97	12/20/97
PATT MICHAEL DONALD	0002	0020	2	12/16/97	12/17/97
PATT MICHAEL DONALD	0002	0020	2	12/13/97	12/14/97
PEREZ VINCENT ACEVES	0002	0020	2	12/25/97	12/26/97
PEREZ VINCENT ACEVES	0002	0020	2	12/22/97	12/23/97
PEREZ VINCENT ACEVES	0002	0020	2	12/16/97	12/17/97
POSTEL ROBERT FREDERICK	0002	0020	2	12/24/97	12/25/97
POSTEL ROBERT FREDERICK	0002	0020	2	12/21/97	12/22/97
POSTEL ROBERT FREDERICK	0002	0020	3	12/13/97	12/16/97
PRUYN RONALD C	0002	0020	2	12/24/97	12/25/97
PRUYN RONALD C	0002	0020	4	12/18/97	12/22/97
PRUYN RONALD C	0002	0020	2	12/15/97	12/16/97
PUMPHREY ZACHARY WILLIAMS	0002	0020	5	12/13/97	12/22/97
RABBITT BRIAN P	0002	0020	6	12/19/97	12/26/97
RABBITT BRIAN P	0002	0020	2	12/16/97	12/17/97
REY BRAD LAWRENCE	0002	0020	2	12/25/97	12/26/97
ROMERO SAMUEL NMI	0002	0020	2	12/23/97	12/24/97
SERPA ANTHONY J	0002	0020	3	12/23/97	12/26/97
SEYLER JEANNE MARIE	0002	0020	3	12/23/97	12/26/97
SEYLER JEANNE MARIE	0002	0020	2	12/14/97	12/15/97
SLATTERY RICHARD F	0002	0020	4	12/22/97	12/26/97
SLATTERY RICHARD F	0002	0020	2	12/19/97	12/20/97
SLATTERY RICHARD F	0002	0020	4	12/13/97	12/17/97
SULLIVAN DANIEL A	0002	0020	1	12/26/97	12/26/97
SULLIVAN DANIEL A	0002	0020	2	12/17/97	12/18/97

3. CONSENT CALENDAR

L) Temporary Appointments (Continued)

SULLIVAN DENNIS WILLIAM	0002	0020	2	12/24/97	12/25/97
SULLIVAN DENNIS WILLIAM	0002	0020	2	12/21/97	12/22/97
SULLIVAN DENNIS WILLIAM	0002	0020	4	12/15/97	12/19/97
TUIASOSOPO JOHN MISIATA	0002	0020	2	12/22/97	12/23/97
TUIASOSOPO JOHN MISIATA	0002	0020	2	12/16/97	12/17/97
URQUIAGA PAUL THOMAS	0002	0020	2	12/24/97	12/25/97
URQUIAGA PAUL THOMAS	0002	0020	2	12/21/97	12/22/97
URQUIAGA PAUL THOMAS	0002	0020	2	12/18/97	12/19/97
URQUIAGA PAUL THOMAS	0002	0020	2	12/15/97	12/16/97
VELO JOSE L	0002	0020	3	12/23/97	12/26/97
VELO JOSE L	0002	0020	6	12/14/97	12/21/97
WEST ANTHONY	0002	0020	2	12/20/97	12/21/97
WETTELAND PATRICK	0002	0020	2	12/24/97	12/25/97
WETTELAND PATRICK	0002	0020	3	12/13/97	12/16/97
WIESSLER STEVEN	0002	0020	2	12/24/97	12/25/97
WIESSLER STEVEN	0002	0020	2	12/21/97	12/22/97
WINSLOW ROBERT EDWARD	0002	0020	2	12/25/97	12/26/97
WINSLOW ROBERT EDWARD	0002	0020	2	12/22/97	12/23/97
WINSLOW ROBERT EDWARD	0002	0020	2	12/19/97	12/20/97
WONG MIKE JAMES	0002	0020	2	12/22/97	12/23/97
WONG MIKE JAMES	0002	0020	2	12/19/97	12/20/97
WONG MIKE JAMES	0002	0020	2	12/16/97	12/17/97
WONG MIKE JAMES	0002	0020	2	12/13/97	12/14/97
WONG SUEON F	0002	0020	2	12/22/97	12/23/97
WONG SUEON F	0002	0020	4	12/16/97	12/20/97
WONG SUEON F	0002	0020	2	12/13/97	12/14/97
WYRSCH GREGORY LANCE	0002	0020	2	12/21/97	12/22/97
WYRSCH GREGORY LANCE	0002	0020	5	12/13/97	12/19/97
WYRSCH VICTOR HERMAN	0002	0020	3	12/23/97	12/26/97
WYRSCH VICTOR HERMAN	0002	0020	2	12/20/97	12/21/97
ZOUZOUNIS DENNIS J	0002	0020	2	12/17/97	12/18/97
ZOUZOUNIS DENNIS J	0002	0020	2	12/14/97	12/15/97
ALEXANDER ALEXANDRA C	0002	0010	3	12/23/97	12/26/97
ALEXANDER ALEXANDRA C	0002	0010	2	12/17/97	12/18/97
AUSTIN KATHY A	0002	0010	2	12/24/97	12/25/97
BIAGINI DANIEL J	0002	0010	2	12/24/97	12/25/97
BIAGINI DANIEL J	0002	0010	2	12/21/97	12/22/97
BIAGINI DANIEL J	0002	0010	2	12/15/97	12/16/97
BROWN JUSTIN DESMOND	0002	0010	2	12/25/97	12/26/97
CARDINALE KATHRYN M C	0002	0010	2	12/19/97	12/20/97
CELONA MICHAEL	0002	0010	8	12/13/97	12/25/97
CUFFE FRANK CONWAY	0002	0010	10	12/13/97	12/26/97
DUMONT ANTHONY	0002	0010	4	12/22/97	12/26/97
DUMONT ANTHONY	0002	0010	4	12/13/97	12/17/97
GHILARDI EDWARD J JR	0002	0010	6	12/13/97	12/23/97
GORDON DAVID	0002	0010	8	12/13/97	12/24/97
GLOISTEIN RICK L	0002	0010	2	12/25/97	12/26/97
GRIMESEY PATRICK E	0002	0010	2	12/16/97	12/17/97

3. CONSENT CALENDAR

L.) Temporary Appointments (Continued)

HALL JAMES NMI	0002	0010	2	12/25/97	12/26/97
HALL JAMES NMI	0002	0010	2	12/19/97	12/20/97
HALL JAMES NMI	0002	0010	2	12/16/97	12/17/97
HALL JAMES NMI	0002	0010	2	12/13/97	12/14/97
HARRIS LEONARDO	0002	0010	11	12/15/97	12/25/97
HIGGINS PATRICK BERNARD	0002	0010	1	12/26/97	12/26/97
HIGGINS PATRICK BERNARD	0002	0010	2	12/14/97	12/15/97
HOY CARLOS	0002	0010	2	12/22/97	12/23/97
JAMES ROBERT	0002	0010	8	12/13/97	12/23/97
JOHNSON DAVID	0002	0010	8	12/14/97	12/24/97
KARAWANNY GEORGE NMN	0002	0010	5	12/13/97	12/22/97
MARTINEZ MARIA LOURDES	0002	0010	3	12/13/97	12/16/97
MAY RICHARD W	0002	0010	2	12/25/97	12/26/97
PAMPANIN VINCENT	0002	0010	8	12/15/97	12/25/97
PAUL ALLAN	0002	0010	5	12/20/97	12/26/97
ROBINSON RONALD	0002	0010	8	12/14/97	12/24/97
TALMADGE MELINDA ANNETTE	0002	0010	2	12/25/97	12/26/97
TSE MARY MEI LIN	0002	0010	3	12/23/97	12/26/97
TSE MARY MEI LIN	0002	0010	2	12/14/97	12/15/97
VERANT ROGER	0002	0010	8	12/13/97	12/23/97
WON JOHN K	0002	0010	4	12/13/97	12/17/97
WOO ARNOLD	0002	0010	8	12/13/97	12/26/97
WU ALLEN SUNNY	0002	0010	2	12/24/97	12/25/97
WU ALLEN SUNNY	0002	0010	2	12/21/97	12/22/97
SILVESTRI ALFRED J	0024	0032	8	12/15/97	12/25/97
ALBOFF GEORGE S	0006	0024	8	12/15/97	12/26/97
CARDER MARY	0002	0006	2	12/13/97	12/14/97
MCGUINN MARTY	0002	0006	1	12/13/97	12/13/97
SCANNELL JOSEPH	0002	0006	9	12/14/97	12/26/97
THOMAS JENNIFER	0010	0006	8	12/13/97	12/26/97
VEGA PAUL	0010	0006	7	12/13/97	12/25/97
CEREGHINO KENNETH	0022	0032	7	12/16/97	12/26/97
LI ERNEST	0022	0032	7	12/15/97	12/24/97
CORDES THOMAS	0004	0022	6	12/15/97	12/26/97
GRAFF JOSEPH	0004	0022	7	12/15/97	12/24/97
SCHEMBRI PETER	0006	0022	7	12/15/97	12/26/97
DISABILITY PAY					
CERCOS JOHN	0030	0040	14	11/29/97	12/12/97
NOLAN VINCENT	0030	0040	14	11/29/97	12/12/97

3. CONSENT CALENDAR

L) Temporary Appointments (Continued)

WAGNER BRUCE	0020	0030	14	11/29/97	12/12/97
BRAIDA MICHAEL	0004	0022	14	11/29/97	12/12/97
DEMARTINI GEORGE	0020	0028	14	11/29/97	12/12/97
ASPELIN KAI	0002	0020	14	11/29/97	12/12/97
BARNEY RONALD	0002	0020	14	11/29/97	12/12/97
BAXTER JOHN	0002	0020	14	11/29/97	12/12/97
BERTOLLO WALTER	0002	0020	14	11/29/97	12/12/97
DISBURY WILLIAM	0002	0020	2	11/29/97	11/30/97
NEIL JAMES	0002	0020	14	11/29/97	12/12/97
YATES JANICE	0002	0020	3	11/29/97	12/01/97
PEOPLES DONALD	0002	0010	14	11/29/97	12/12/97
DISABILITY PAY					
CERCOS JOHN	0030	0040	14	12/13/97	12/26/97
NOLAN VINCENT	0030	0040	14	12/13/97	12/26/97
WAGNER BRUCE	0020	0030	14	12/13/97	12/26/97
DEMARTINI GEORGE	0020	0028	14	12/13/97	12/26/97
BRAIDA MICHAEL	0004	0022	14	12/13/97	12/26/97
ASPELIN KAI	0002	0020	14	12/13/97	12/26/97
BARNEY RONALD	0002	0020	14	12/13/97	12/26/97
BERTOLLO WALTER	0002	0020	14	12/13/97	12/26/97
KOENIG WILLIAM	0002	0020	9	12/15/97	12/23/97
LOMBARDI KENNETH	0002	0020	3	12/24/97	12/26/97
NEIL JAMES	0002	0020	14	12/13/97	12/26/97
PEOPLES DONALD	0002	0010	14	12/13/97	12/26/97
OMITTED FROM PAYROLL PERIOD ENDING 11/28/97.					
HANLEY JOHN F	0002	0020	2	11/25/97	11/26/97

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted eleven letters (one for NERT) commending members of the Department for response to requests for assistance, emergencies, or Neighborhood Emergency Response Team.

President Fernandez-Pifer directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

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Irwin Memorial Blood Centers
270 Masonic Avenue
San Francisco, California 94118

December 24, 1997

Chief Robert L. Demmons
San Francisco Fire Department
26D Golden Gate Avenue
San Francisco, CA 941D2

Dear Chief Demmons:

Our life-saving service would not be possible without the support of community-spirited citizens such as yourself and organizations like the San Francisco Fire Department.

We are grateful for your personal involvement. As you may know, 12D people came to donate and 114 of those people were able to donate, another terrific result.

We at Irwin Memorial Blood Centers are especially grateful because of the higher demand for blood during the holidays. Please thank all the special people who participated in the drive. I'll be in touch regarding the next S.F.F.D. blood drive, scheduled for March 18-20, 1998.

Sincerely,

/s/ RICHARD EDMISTON, MPH
Field Consultant
Donor Recruitment Dept.

★ ★ ★ ★ ★ ★ ★ ★ ★ ★

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

City of Pacifica
Fire Department
616 Edgemar Avenue
Pacifica, California 94044

December 15, 1997

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

On behalf of the City of Pacifica and the Pacifica Fire Department, I would like to bring to your attention the heroic efforts of one of your firefighters, Douglas Dryden.

On Monday evening, December 1, 1997, our engine company responded to a report of a man down at St. Peter's Church multipurpose room. On Monday nights, approximately 200-300 people are in there playing Bingo.

When Captain Jim Doran and staff arrived on scene they were told that a man, Bill Seright, had stopped breathing and someone was doing CPR on him. As they were making their way to Mr. Seright they could see a man and a woman doing CPR. The woman was a hospital nurse and the man was Douglas Dryden, an off-duty San Francisco firefighter.

As the PFD continued through the crowd and set up the defibrillator equipment, Firefighter Dryden continued the compressions. They ended up shocking Mr. Seright twice and he converted to a normal heartbeat. Mr. Seright spent a week in the hospital and now is at home with an automatic defibrillator implant.

As you probably know, the odds of a complete recovery from a major heart attack are not that high. We believe that the immediate efforts of Nurse Mary Rollins and Firefighter Dryden made the difference. Their prompt action saved the man's life.

We would like to take this opportunity to thank you and Firefighter Dryden for his quick actions, competency and assistance during Mr. Seright's critical episode. I am always grateful to be in a profession where I am affiliated with such outstanding heroic staff members such as yours in the San Francisco Fire Department.

Sincerely,

/s/ ANDREW STARK
Fire Chief

★ ★ ★ ★ ★ ★ ★ ★ ★ ★

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Police Department
850 Bryant Street
San Francisco, California 94103

January 5, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Re: Lieutenant Gary May, Firefighters George
Zhovreboff, Esmond Monroy and Alan Harvey,
Paramedics Nicholas Payne and Charles Daley,
Captain John Cavanaugh and Lieutenant Gary McDonough

Dear Bob and Friends:

I am writing to commend the members of the San Francisco Fire Department and members of the San Francisco Police Department who received, dispatched and/or responded to my family's call to 911 on the morning of January 2, 1998.

We live across from Portola Avenue firehouse and our son always responds to the sound of sirens and the rolling out of vehicles. We have always taught him that the members of the Fire Department inside the house are our friends and they are there to help people. Little did we know that our son would soon find out how true our statements were.

Early in the morning of January 2, 1998, my three-year-old son had developed a sudden high fever. His reaction to the fever caused him to have extreme difficulty breathing, lose facial color with lips turning dark, become increasingly rigid and his eyes began to roll back. My wife and I immediately began to administer first aid to him.

I noticed that our son was beginning to convulse and his breathing stopped for many seconds. My wife immediately called 911 and advised the dispatcher of the reasons for our call. I began to initiate rescue breathing into our son. I continued the rescue breathing until the doorbell rang and there were the members of Engine 39 and Medical 18. As if on cue, my son purged his air passages and the members of Engine 39 and Medical 18 took over.

Our son after suffering a tremendously traumatic experience seemed to relax at the sight and attention of your extremely professional and caring members. They checked his vital signs, verbally reassured him, and provided him with oxygen and a much appreciated comforting "bedside manner." Needless to say, they also provided a couple of traumatized parents with a lot of reassurance.

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

After the crews stabilized the situation, the medical crew transported our son via ambulance to the California Pacific Medical Center's emergency room. My wife later told me that the medical crew were two of the most professional, and compassionate people she had ever met.

We will never forget the events of January 2, 1998. The lessons learned and the good fortune that we experienced have really established new priorities in our lives. We will always remember the people who received our call for assistance and those who responded to administer aid in our time of crisis.

Be assured, the 911 system works and it works well. The teamwork and family attitude that we always talk about really became apparent during this incident.

We awoke the next day to find a very warm greeting card for our son from Station 39. We read it to our son and he told us that he wanted to write a letter to his friends. They might have to wait a little while since he is only three. We will bring him to visit in the near future.

My son summed it up best that evening as he heard the sirens emanating from an engine pulling out of his fire station. He ran to the window and said, "There go my friends. They are going to help someone else."

With much appreciation.

Sincerely,

/s/ FRED H. LAU

* * * * *

December 29, 1997

Chief Robert Demmons

San Francisco Fire Department

Dear Chief Demmons:

In this busy Holiday Season, it is nice to know there are people like you and your officers, who give their time to help children.

This is a short note to express our thanks to Lieutenant Murphy and Firefighter Dawn Dewitt (Engine 1) for their assistance in making our Santa Claus gift giving program a success.

Gratefully,

/s/ KATHY MORAN, Investigator
Family Support Division

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4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

January 10, 1988

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

The Kindergarten teachers in the Japanese Bilingual Program at Clarendon Alternative School would like to extend our heartfelt gratitude to Battalion Chief John Traversaro for his excellent presentation on fire safety given in December. We received many positive comments from our parents, stating how much they felt their children had learned from Battalion Chief Traversaro's discussion and the Firefighters in the Schools Program.

We would also like to thank Battalion Chief Traversaro for the wonderful gifts he gave the children. The fire hats, coloring books, and stickers were a hit! They were also a great conversation-starter when they returned home to curious parents wondering what their children had done in school that day!

The children in each class drew pictures and wrote a few words about fire safety and the San Francisco Fire Department. The books were sent to Battalion Chief Traversaro, along with a letter expressing our deep appreciation for all his hard work and effort.

Once again, we thank Battalion Chief Traversaro, the Firefighters in the Schools Program, and the San Francisco Fire Department for their dedication in educating our city's kids. I am sure that the Department is extremely proud of Battalion Chief Traversaro and the invaluable service that the Firefighter in the Schools Program provides for the teachers and children in San Francisco.

Sincerely,

/s/ DEVI MAC KAY
SUMAKO MORIMOTO
GALE NAKASONE
Clarendon School
500 Clarendon Avenue
San Francisco, CA 94131

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

U.S. Department of Transportation
Research and Special Programs Administration
Kendall Square
Cambridge, Massachusetts 02142

December 23, 1997

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

On November 19th and 20th of this year, the San Francisco Fire Department allowed us to use their facility at The Presidio to conduct the First Responder Training Workshop: Public Transportation Chemical, Biological, and Nuclear Incidents. First off, I want to thank your organization for allowing us the use of the facility. We had both local attendees as well as participants from around the country and it was exciting to hold the training at such a prestigious San Francisco landmark.

Secondly, I want to single out two of your staff that made outstanding contributions to the seamless conduct of the workshop. Section Chief Anthony Smerdel was instrumental in assisting our staff with numerous pre-workshop logistical details. Additionally, during the course he went out of his way to aid us in any way necessary, in spite of his own hectic work schedule.

I also want to commend Firefighter Glenn Ortiz-Schuldt for his enthusiastic assistance during the conference. Firefighter Ortiz-Schuldt provided much needed last-minute support both in the day prior to, and during, the workshop. The assistance given by both individuals was clearly beyond the scope of their own duties and we were grateful for their professionalism, energy and eagerness to ensure the success of the workshop.

On behalf of the John A. Volpe National Transportation Systems Center, we sincerely appreciate all that your organization and staff contributed to the workshop. If there is anything we can do to assist you in the future, please do not hesitate to contact us.

Sincerely,

/s/ WILLIAM T. HATHAWAY, Manager
Transit Safety and Security

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

December 27, 1997

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

I wish to thank the personnel of the Communication Center and Medic 7 for their prompt service provided to my mother on Christmas Day. My mother, who is 97, had fallen resulting in a fractured shoulder. Paramedics Martin Spalka and Daren Jenner attended and transported her to St. Luke's Hospital.

I know that the Fire and Paramedics Communication Centers responded to over 100,000 incidents this year. This was only one small incident, but I appreciate that it was handled so quickly and competently. Happy Holidays and a Happy New Year.

Sincerely,

/s/ LT. WILLIAM UTIKAL
and Family

* * * * *

January 7, 1998

Chief Robert L. Demmons
San Francisco Fire Department

Dear Chief Demmons:

I would like to thank the people who responded to our call for assistance. I called Kaiser Hospital shortly after midnight on January 4. They responded by calling your people.

The Fire Department (Lieutenant Donald Dryden, Firefighters Robert McDill, William Madsen and David Amituanai from Engine 40) arrived and the ambulance arrived shortly after. I must commend them. Their skill in easing my husband's concerns, the attention they paid to his problems, the care they took to ease his discomfort, and their consideration for me are greatly appreciated. It is very comforting to know that we have such dedicated and caring people in our community.

Thank you.

/s/ MYRA HENSLEY
2593 - 23rd Avenue, #303
San Francisco, CA 94116

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

January 9, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

My apartment is intact and all of our building's residents safe (including a baby 7 days old) thanks to the valor and skill of your outstanding department of firefighters. Moreover, our bruised spirits were treated with an equal measure of compassion.

The fire was the three-alarm blaze on Parnassus at Stanyan this past Wednesday morning, January 7th, at 3:00 a.m. After enormous effort, the fire was contained to the building next to ours where it began. And in the scheme of things we were left with only minimal structural, smoke and water damage. Your teams from some twelve stations have received our thanks in person; please share this letter with them as well. Also, please express our concern for those who were injured and thankfulness that they are recovering quickly.

Additionally, Ana in Records and Lieutenant Edward Campbell have been unfailingly responsive and courteous in the days since the fire.

We all have a profound respect for the courage of the department's frontline fighters. What struck me most afterward, however, were their genuine expressions soliciting our well-being and their palpable relief upon hearing that my home was still habitable. You may be accustomed to these kinds of events and behavior. We are not. I am in awe that men and women dedicate themselves to this service for their work lives. They have earned our deepest respect, and we are profoundly grateful.

Sincerely,

/s/ KEVIN M. COX
183 Parnassus Avenue, #1
San Francisco, CA 94117

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Hillcrest Elementary School
810 Silver Avenue
San Francisco, California 94134

December 16, 1997

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

We are writing this letter in response to our request for the Bureau of Fire Prevention to come to our school and give a presentation regarding fire prevention. Since the death of one of our students, Valerie Redmond, we felt it was a good idea to teach our children fire safety.

Firefighter Fernando Juarez had time in his busy schedule to come to our school and work with our children. Firefighter Juarez spoke to the entire school of 540 children, 28 classrooms. He spoke to the children about smoke detectors, home escape plans, calling 911, Stop Drop & Roll procedures.

We would like to thank him for the excellent presentation and his prompt response to our needs.

Sincerely,

/s/ JOSEPH MILLER
Principal

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

HIH America
Four Embarcadero Center, Suite 2050
San Francisco, California 94111

January 7, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

Recently I had the opportunity to participate in the N.E.R.T. (Neighborhood Emergency Response Team) training provided by the San Francisco Fire Department through my employer. I wanted to write to you and tell you how valuable and informative the classes were. Moving here from Florida a little over two years ago, I have had no training or experiences with earthquakes. These classes offered information on preparation, search and rescue, and how to deal with the aftermath by a mock drill.

I would like to commend all the fire department personnel who participated in the training, especially Captain Richard Armstrong, Lieutenants George Artemoff, Brian Brady, Michael Jones, Richard Lauer, Frank Morino, Raemona McGregor, Alfred Rizotto, and Firefighter Edward Chu. These individuals were extremely informative, supportive and friendly.

I hope I will never have the opportunity to use the training I received, but am happy that San Francisco offers these courses. I think it would be wise to have all people take the course as there is something we all can learn from the classes. Maybe one day it can be taught in schools. Please continue to provide training like this to the residents of San Francisco.

Sincerely,

/s/ TRACY COLE
Human Resources Assistant

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

8) Monthly Report - Chief of Department

Submitted monthly report from Chief of Department on status of the Department Personnel, Apparatus and Equipment for December, 1997.

- a. There are 23 unfilled positions in the uniformed forces.
- b. The daily average of uniformed personnel on authorized leave was as follows:

	<u>November</u>	<u>December</u>
Vacation : Annual	18.57	18.65
IDV	6.57	8.97
Compensatory Time	4.53	4.65
Sick Leave	12.07	17.32
Disability	17.67	15.71
Military Leave	.03	.10
Light Duty	6.19	6.19
Other (LD/CTR)	<u>3.87</u>	<u>3.87</u>
Total	69.93	74.55

- c. The following Work on Days Off (Overtime) were awarded during the month of December:

2 - H50	Assistant Chiefs,	for 24 hours
12 - H40	Battalion Chiefs,	for 24 hours
27 - H30	Captains	, for 24 hours
65 - H20	Lieutenants	, for 24 hours
16 - H10	Chief's Aides	, for 24 hours
288 - H2	Firefighters	, for 24 hours
1 - H32	Captain,	BFP, for 6 hours
6 - H4	Inspectors,	8FP, for 6 hours

4. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department (Continued)

d. i) The following apparatus went to Central Shops for repairs and/or maintenance:

127 - Triple Combination Pumps
22 - Aerial Ladder Trucks
5 - Miscellaneous Vehicles

ii) The following apparatus were out of service and under repair at Central Shops:

5 - Triple Combination Pumps
2 - Aerial Ladder Trucks
4 - Miscellaneous Vehicles

iii) The following apparatus were out of service and stored in stations awaiting assignment to Central Shops for repair:

0 - Triple Combination Pumps
1 - Aerial Ladder Trucks
0 - Miscellaneous Vehicles

iv) The following apparatus were available for relief purposes:

7 - Triple Combination Pumps
3 - Aerial Ladder Trucks
0 - Aerial as city service truck (no aerial)

e. All in-service pumps or relief pumps were able to draft.

Respectfully submitted,

/s/ ROBERT L. DEMMONS
Chief of Department

Vice President Roff moved and Commissioner Soulis seconded.
There were no questions or discussion and the monthly report of Chief of Department was adopted.

4. REGULAR CALENDAR -- NEW BUSINESS

C) City Attorney

Communication received from Deputy City Attorney John D. Cooper, dated December 15, 1997, submitting for Fire Commission's adoption settlement of the following litigation:

Settlement of Attorneys' Fees
in the amount of \$49,635.17 covering
the period July 1, 1997, to
September 30, 1997. The proposed
settlement relates to the case of
USA v. CCSF, et al., USDC Action
No. C84-7089 MHP.

Vice President Roff moved and Commissioner Soulis seconded.
There were no questions or discussion and settlement of above litigation was
adopted on recommendation of Chief of Department.

D) 1998-99 Budget

Submitted for review and discussion budget estimates for fiscal year 1998-99.

(Note: The budget will be submitted for adoption
at the regular meeting of February 12, 1998)

Secretary Connors advised the Commission that the budget is included in
tonight's agenda as part of a practice of introducing the annual budget once
for review/questions and the second occasion (February 12, 1998) for adoption.
If members of the Commission have any questions, Deputy Chief Gamble, Mary
King-Gorwky and several program managers are present to respond.

Vice President Roff commented that the Commission just received copies of the
budget estimates and enhancements and after close review will be back with
questions prior to adoption of the 1998-99 budget.

4. REGULAR CALENDAR – NEW BUSINESS

E) Public Comment

No comments were made by the public.

There being no further business to come before the Commission, the meeting was adjourned at 6:25 p.m.

Raymond G. Connors
Secretary

SF
F50
#2
/12/98

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JOURNAL OF PROCEEDINGS

(MINUTES)

FIRE COMMISSION

Regular Meeting - Thursday - February 12, 1998 - 6:00 p.m.
260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:

President Rosemarie Fernandez-Pifer
Vice President Hadley R. Roff
Commissioner Stephen A. Nakajo

Commissioner Russell S. Roeca and Commissioner Ted N. Soulis were excused for business reasons.

Robert L. Demmons
Richard E. Condon
Harold E. Gamble
Lorrie A. Kalos

- Chief of Department
- Deputy Chief - Operations
- Deputy Chief - Administration
- Assistant Deputy Chief - Support Services

Chief Officer - Staff:

Bernie F. Lee

- Management Services

Chief Officers - Firefighting Service:

David A. Haberlin
Gary L. Musante
Arthur W. Kenney

- Division 1 (Acting)
- Division 2
- Division 3

2. Adoption of the minutes of the Regular Meeting of January 22, 1998.

Commissioner Nakajo moved and Vice President Roff seconded.
There were no questions or discussion and the minutes were adopted as presented.



3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "I") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A) Military Leave

Submitting for adoption application from one member for Military Leave of Absence with pay, in order to comply with Military Orders received from his commanding officer:

	<u>Rank</u>	<u>Dates</u>	<u>Days</u>	<u>Military Organization</u>	<u>Purpose</u>
Pampanin, Vincent	H10	02-07-98	2	US Army Res.	Attend Active
Sgt. E-5	C/A	02-08-98		Moffett Airfield, CA	Duty Training

B) Retirements

Communications received from Retirement Board indicating the following members have retired:

			<u>Retirement Date</u>
DaCunha, Alberto B.	H50	Assistant Chief	Service
McGuire, Thomas F.	H50	Assistant Chief	Service
Groshong, James M.	H40	Battalion Chief	Service
Lowe, Francis J.	H20	Lieutenant	Service
Nelson, George C.	H16	Technical Training Specialist	Service
Jones, Vincent A.	H2	Firefighter	Service
McCarthy, William P.	H2	Firefighter	Service
Tatarian, Edward R.	H2	Firefighter	Service
White, Charles H.	H2	Firefighter	Service
Wyrtsch, Herman E.	H2	Firefighter	Service
			Jan. 12, 1998
			Jan. 24, 1998
			Jan. 04, 1998
			Jan. 24, 1998
			Jan. 30, 1998
			Jan. 06, 1998
			Jan. 20, 1998
			Jan. 13, 1998
			Jan. 24, 1998
			Dec. 01, 1997

(Note: Retirement Certificates will be presented at Fire Commission meeting of March 26, 1998)

C) Monthly Report - Training

Submitting monthly report from Division of Training for January, 1998.

3. CONSENT CALENDAR

D) Permanent Appointments

Reporting the following PERMANENT appointments:

EFFECTIVE DATE - SEPTEMBER 20, 1997

H4 Inspector

Jeffrey J. Chin

EFFECTIVE DATE - FEBRUARY 2, 1998

H2 Firefighter

Ellen L. Stein

E) Probationary Appointment

Reporting the following PROBATIONARY appointment:

EFFECTIVE DATE - JANUARY 20, 1998

1233 EEO Programs Specialist

Marchelle E. Phillips
(vice: James Chin,
dismissed)

F) Suspension

Reporting suspension of 2532 Paramedic David Rich, EMS Division, for two days (20 hours), February 5 and February 6, 1998, for violation of Section 3926 of the Rules and Regulations (Tardiness and Failure to Report).

3. CONSENT CALENDAR

G) Accidents

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

	<u>Accident No.</u>	<u>Date</u>	<u>Serial No.</u>	<u>Category</u>	<u>Recommendation</u>
Engine 40 Off: Lt. Michael Castagnola; Drv: FF Cynthia Rickert	97-8-115	12-09-97	568	8	File
Cause: While parked – Eng 40, while parked in front of its station, was struck when a vehicle backed into it					
Engine 24 Off: T/Lt. Edward Moy; Drv: FF Pedro Gonzalez	97-8-116	12-20-97	518	A	File
Cause: Misjudged clearance – Eng 24, while making a left turn struck a front yard fence					
Medic 17 Drv: Paramedic Matthew Monroe	97-8-117	12-20-97	706	A	.File
Cause: Misjudged clearance – Medic 17, while making a right turn, clipped left front bumper of a parked vehicle					
Engine 3 Off: T/Lt. Darryl Hunter; Drv: FF Heather Piper	97-8-118	12-30-97	507	A	File
Cause: Misjudged clearance – Eng 3, while backing up in front of quarters, struck a water valve; no guides were posted					
8.F.P. Drv: Inspector William 8igarani	97-8-119	12-31-97	023	C	File
Cause: Rear end collision – BFP vehicle rear ended a vehicle after the other vehicle started to turn and then abruptly stopped					
Engine 33 Off: Lt. Patrick Mullaney; Drv: FF Michael Rustia	97-8-120	12-31-97	503	A	File
Cause: Misjudged cleaerance – Eng 33, while backing up to supply another Engine, grazed the side door of an illegally parked auto					

3. CONSENT CALENDAR

G) Accidents (Continued)

8attalion 1 97-8-121 01-02-98 8 8111
Off: B/C James Tracey; Drv:

Cause: Batt 1, while double-parked in front of quarters,
was struck by a vehicle which in turn had been
struck by a garbage truck

Engine 32 97-8-122 01-02-98 584 A File
Off: Lt. George Artemoff; Drv: FF Richard Forde

Cause: Backing up - Eng 32, while backing up into quarters
for fuel, struck the concrete bumpers on the side of
the apparatus door; guides were posted; driver did
not hear the warning

Medic 43 97-8-123 01-02-98 724 C File
Drv: Paramedic Reginald Cauilan

Cause: Medic 43, while changing lanes, sideswiped another
vehicle

Engine 9 97-8-124 01-02-98 590 A File
Off: Capt. Joseph Moriarty; Drv: FF Joel Paige

Cause: Premature steering (backing up) - Eng 9, while
backing down a street, turned the steering wheel
prematurely striking a parked vehicle; guides were
posted; driver did not hear warning

Engine 42 97-8-125 01-03-98 588 A File
Off: Lt. John Strange; Drv: FF Robert Blackburn

Cause: Backing up - Eng 42, while backing up a narrow
cul de sac in response to a medical call, struck
a parked car; guides were posted; driver did not
hear the warning

Truck 6 97-8-126 01-05-98 618 C File
Off: Lt. Kevin Walsh; Drv: FF Stephen Hart; Tlr: FF John Welch

Cause: Misjudged clearance - Trk 6, while responding to a
medical call and making a right turn, grazed a
vehicle turning left in the next lane

3. CONSENT CALENDAR

G) Accidents (Continued)

Engine 36 97-8-127 01-06-98 504 A File
Off: Lt. Gerald Scullion; Drv: FF Shane Francisco

Cause: Misjudged clearance – Eng 36, while returning to quarters and making a right turn, clipped the rear of a parked vehicle

Medic 36 97-8-128 01-07-98 705 8 File
Drv: Paramedic David Dung

Cause: Equipment Malfunction – Medic 36 was leaving the scene of an incident when its compartment door opened and struck a parked automobile

Engine 38 97-8-129 01-07-98 576 A File
Off: Capt. Armando Mayorga; Drv: FF William Storti

Cause: Misjudged clearance – Eng 38 was responding to an emergency in narrow traffic when its right spot light struck the mirror of a double parked truck

Engine 9 97-8-130 01-07-98 590 B 8ill
Off: Lt. Walter 8atiste; Drv: FF Donald Alexander

Cause: Failure to yield – Eng 9, while responding to an emergency, stopped to let traffic yield, then continued; as it did so the driver of a speeding vehicle struck Eng 9

Engine 16 97-8-131 01-08-98 599 8 8ill
Off: Lt. Austin Dito; Drv: FF Peter Kritikakos

Cause: Hit and run – Eng 16, while parked at an incident, was sideswiped by a vehicle trying to maneuver around it

Engine 1 97-8-132 01-09-98 501 C File
Off: Capt. Edward Roland; Drv: FF Earl Dunn

Cause: Mirror-to-mirror – Eng 1, while responding to a dispatch, made mirror-to-mirror contact with a truck

Engine 28 97-8-133 01-01-98 597 A File
Off: T/Lt. Alec 8almy; Drv: FF Albert Fernandez)

Cause: Mirror-to-mirror – Engine 28, while attempting to pass an illegally parked van, made mirror contact

3. CONSENT CALENDAR

G) Accidents (Continued)

Truck 13 97-8-134 01-10-98 611 A File
Off: Lt. Michael Rolovich; Drv: FF Thomas Kiernan; Tlr: FF Reyner Medina

Cause: Backing up - Trk 13, while backing into quarters, struck the station's concrete bollard; guides were posted; driver did not hear warning

Medic 10	97-8-135	01-10-98	714	B	File
Drv: Paramedic	Michael	Arsanj			

Cause: Medic 10, while transporting a patient to the hospital, was struck when an automobile merged from the ambulance's right side

Medic 17	97-8-136	01-10-98	725	C	File
Drv: Paramedic Sandra Belanger					

Cause: Misjudged clearance - Medic 17, while merging into the right lane, bumped another vehicle

Truck 17 97-B-137 01-12-98 616 B
Off: Lt. Mark Gonzales; Drv: FF Frank Bonal; Tlr: FF Richard Calkins
Bill

Cause: Hit and run - Trk 17, while responding to an incident, stopped at an intersection then proceeded against a red light; upon turning left was struck by an auto travelling at a high rate of speed; driver fled scene

Medic 7	97-8-138	01-13-98	717	8	Bill
Drv: Paramedic John Wilkosz					

Cause: Hit and run - Medic 7, while leaving California Pacific Medical Center, was struck by a vehicle which fled the scene

Medic 13	97-8-139	01-13-98	729	8	Bill
Drv: Paramedic Allan Goodman					

Cause: Compartment door open - Medic 13 was parked at the scene of an incident with its compartment door open; a passing taxi struck the door

3. CONSENT CALENDAR

G) Accidents (Continued)

Medic 13	97-8-140	01-14-98	729	A	File
Drv: Paramedic Anthony Valerio					

Cause: Compartment door open - Medic 13, while parked at an incident, opened its compartment door and when it slipped from the paramedic's hand the door struck the fender of a pickup truck

Note:

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

H) Physician's Reports

Submitting biweekly reports of Fire Department Physician concerning disability injuries, December 27, 1997, through January 9, 1998, and January 10 through January 23, 1998.

3. CONSENT CALENDAR

I) Temporary Appointments

Reporting having made 289 temporary appointments December 27, 1997, through January 9, 1998, and 192 temporary appointments January 10 through January 23, 1998.

Vice President Roff moved and Commissioner Nakajo seconded. There were no questions or discussion and Items "A" through "I" on the Consent Calendar were adopted or ordered filed as appropriate.

(Note: Pages 10-22 Listing temporary appointments have not been included)

4. REGULAR CALENDAR – NEW BUSINESS

A) Letters of Commendation

Submitted eleven letters commending members of the Department for response to requests for assistance or emergencies.

President Fernandez-Pifer directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

★ ★ ★ ★ ★ ★ ★ ★

San Francisco Department of Public Works
Toy Program
2323 Cesar Chavez
San Francisco, California 94124

January 23, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

On behalf of the DPW Toy Program, I would like to offer a special thanks to Firefighters John Voelker and Melissa Lerma of the Firefighters Toy Program.

Without their assistance, the DPW Toy Program would never have gotten off the ground. With their help, we were able to collect hundreds of toys for the underprivileged and sick children of our community. The spirit and dedication of their efforts is contagious!

Hopefully, the partnership between the San Francisco Firefighters Toy Program and ourselves will continue for many years of service. The children of our community depend on it!

Sincerely,

/s/ ANDREW PATT
DPW Toy Program

★ ★ ★ ★ ★ ★ ★ ★

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

The Salvation Army
445 Ninth Street
San Francisco, California 94103

January 16, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

On behalf of The Salvation Army I would like to prsonally thank you and your firefighters for helping us with the Turkey Carving this past Thanksgiving. We could not have provided meals to over 1,600 households on Thanksgiving without your help and that of your department.

Terry Lowry and I are deeply indebted to the San Francisco Fire Department for going "the extra mile" in this avenue of community service and beyond the call of duty.

Thank you also for personally coming to see if everything was alright. It was good for me to meet your acquaintance once again.

God bless you and have a blessed New Year.

Sincerely,

/s/ LAWRENCE SHIROMA
Major

* * * * *

January 25, 1998

Dear Chief Demmons:

This letter is long over due but I wanted to say Thank You for letting us have the Toy trailer and Santa for our 1st Annual Holiday Party. We always enjoy teaming up with our friend John Voelker in doing great things for kids.

Thanks again

/s/ BETTY HOGUE
Golden Gate Chapter
Pacific Bell Pioneers
130 Kearney Street, Room 3200
San Francisco, CA 94102

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Third Baptist Church, Inc.
1399 McAllister Street
San Francisco, California 94115

January 15, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Bob:

Often times I read about the fire department's responses and hear about them as a member of the Board of Supervisors. This Sunday I witnessed firsthand the very efficient, responsive and considerate team of fire persons you have.

We had the unfortunate experience of smoke entering the church sanctuary in the midst of our Sunday service on January 11, 1998. Shortly after a call to 911 Battalion 5, Engine 5, Truck 5 arrived with Battalion Chief Anthony Simi. The Battalion very methodically searched for the cause of the smoke and within one half hour discovered the source of the smoke and extinguished it.

On behalf of our congregation please accept my sincere thanks for such a rapid effective response. I would be pleased to receive a copy of the report at your convenience.

Warmest regards,

/s/ AMOS C. BROWN
Senior Pastor

* * * * *

The following units and personnel responded to the above incident:

Battalion 5	Engine 5	Truck 5
B/C Anthony Simi	Lt. James Connors	Lt. Charles Schaefer
C/A Harold French	FF William Anderson	FF Richard Ford
	FF Christopher Hazen	FF Danny Foley
	FF Sean Johnston	FF Patrick Murphy
		FF Heather Piper

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Police Department
City and County of San Francisco
850 Bryant Street
San Francisco, California 94103

January 20, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

On January 16, 1998, an armed robbery of a sporting good store at 1527 Fillmore was interrupted by members of the San Francisco Police Department. The situation quickly turned into a critical incident requiring the use of the Tactical/SWAT teams. After establishing the Tactical Command Post, I summoned the assistance of the San Francisco Fire Department.

Battalion Chief John Harrington and Chief's Aide Steve Sellin, Battalion 4, quickly responded to my location and were briefed. During the entire risky operation, Battalion Chief Harrington and Chief's Aide Sellin stayed at the command post, making themselves available to our needs. The suspects were taken into custody without incident after a long methodical search by the Tactical Team.

Just as in the fire service, the successful outcome of an incident depends on teamwork and expertise. I would like to thank Battalion Chief Harrington and Chief's Aide Sellin for their assistance, professionalism and teamwork that they showed during this incident.

Sincerely,

/s/ ROBERT ARMANINO, Lieutenant
Special Operations Division
Tactical Unit

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Richmond Fire Department
330 - 25th Street
Richmond, California 94804

January 20, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

I wanted to take this opportunity to thank you for your agency's participation in the November, 1997, Multi-Agency Shipboard Firefighting Exercise of the U.S. Coast Guard's Marine Firefighting Contingency Plan. The successful outcome of the drill was enhanced by your agency's supplying the fireboat and the C02 unit.

As you are aware, marine response is an important element in our service to the community. One agency cannot fully handle all emergencies in this area. We must all work and train together in order to effectively handle the wide variety of emergency situations that occur in our region.

Enclosed is a video overview of the three-day drill. I hope that you enjoy it. Again, thank you for participating in the November 1997 Shipboard Fire Drill in Richmond.

Sincerely,

/s/ JERRY LINSTAD
Deputy Fire Chief

* * * * *

January 14, 1998

San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

I want to thank you for sending me Paramedics Jonathan Frank and Timothy Howe to help me out of the bathtub where I had been for 13 hours and suffered a fractured spine. They were wonderful in taking me to California Pacific where I was treated for three weeks.

With love/thanks

/s/ DONALD JOHNSON
535 Geary Street, #408
San Francisco, CA 94102

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Recreation & Park Department
City & County of San Francisco
McLareen Lodge
San Francisco, California 94117

January 21, 1998

Rosemarie Fernandez-Pifer, President
San Francisco Fire Commission
260 Golden Gate Avenue
San Francisco, CA 94102

Dear President Fernandez-Pifer:

On behalf of the Special Needs Divisions of the San Francisco Recreation and Park Department and their guest from participating agencies throughout the four Bay Area Counties, we would like to thank and commend Battalion Chief George Maloney, Captain Joseph Moriarty and the firefighters of Engine 9 and Firefighters Local 798 for their continued support in making the 30th Annual Christmas Luncheon for the developmentally disabled a huge success.

The luncheon was organized 30 years ago by joint efforts of the San Francisco Fire Department, Engine 9 and Truck 9, the Bay Area Service League, Inc. and the San Francisco Recreation & Park Department. This year we had close to 350 guests in attendance.

The firefighters from Engine 9 and Truck 9 with Captain Joseph Moriarty coordinating the arrangements, contacted and secured the services of the St. Francis-Westin Hotel Catering Division to prepare and cook the turkeys, make the dressing and gravy. The San Francisco Fire Department picked up and delivered the turkeys to the San Francisco County Fair Building and the firefighters carved and served the turkeys. Once again, Firefighter Timothy Fewell further enhanced this special day by playing the role of Santa Claus.

The San Francisco firefighters are a very special group of professionals. Their genuine caring, enthusiasm and help always makes the party extra special and a grand success.

Best wishes to you, the Fire Commission, Battalion Chief George Maloney, Captain Joseph Moriarty and Engine 9 and Truck 9 for a happy and safe New Year.

Sincerely,

/s/ DAVID DINSLAGE
Assisted Service Division

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

The following personnel from Station 9 were present at the 30th Annual Christmas Luncheon at Golden Gate Park:

On Duty	Off-Duty	Retired
B/C John Murphy	B/C George Maloney	Lt. Gerald White
Lt. Eugene Ahern	C/A Michael Lavelle	FF Robert McGuire
Lt. Donald Frediani	Capt. Joseph Moriarty	
FF Eugene Maher	Capt. Vincent Nolan	
FF Robert Lopez	FF Richard Curtaz	
FF Donald Alexander	FF Stephana McClaran	
FF David Norris	FF James Fitzpatrick	
FF Charles Kwong	FF Dennis Martino	
FF K.P. Kashima	FF Timothy Fewell	
FF Edward Martinez	FF Charles Farrugia	
FF Sidney Taylor		

January 15, 1998

San Francisco Fire Commission
San Francisco Fire Department

Dear Commissioners:

As a retired member of the San Francisco Fire Department (1942-1973) I have always held the fire dpeartment in the highest regard.

On September 20, 1997, I suffered a heart attack at home and it was my good fortune to have Engine 43 (Lieutenant Gilbert Cortez, Firefighters Matthew Scola, Romelia Scott and Alan Reynaud, Paramedics Scott Bovard and Tay Carpenter) to respond to my 911 call. The firefighters were very professional and capable in their handling of this life threatening emergency. The people of San Francisco are being well served by firefighters such as those who came to my assistance that night.

My thanks to a great department.

Sincerely,

/s/ HENRY JEBE
315 Cordova Street
San Francisco, CA 94112

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Ram Properties
701 St. George Road
Danville, California 94526

January 30, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

On January 29, 1998, I met with Inspector Jeffrey Chin at one of my properties in San Francisco to sign off a new alarm system. Jeff was timely, extremely informative and very helpful in assessing the current situation at the property. It is a pleasure to have the opportunity to work with someone such as Jeff, with high work ethics and a full understanding of his job.

Sincerely,

/s/ MARVIN A. REMMICH

* * * * *
Department of Public Health
Laguna Honda Hospital
375 Laguna Honda Boulevard
San Francisco, California 94116

January 20, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

On January 15, 1998, Firefighter Fernando Juarez came to Laguna Honda Hospital and provided our Activity Therapy staff with an excellent fire safety in-service. Firefighter Juarez' presentation of fire safety and other related topics was very well done. His knowledge of fire safety was clearly evident throughout his entire presentation. He was well organized and he made sure that the information was very relevant to our hospital setting.

I would like to thank and commend you and your staff for this invaluable community service.

Sincerely yours,

/s/ JOHN CHAN
Activity Therapy Supervisor

* * * * *

4. REGULAR CALENDAR – NEW BUSINESS

8) City Attorney

Communication received from Deputy City Attorney Peter Obstler, dated January 22, 1998, concerning settlement of the following claim:

ANNE-MAREE SENAN, in the amount of \$8,200.

Claim arises out of personal injuries resulting from an automobile accident occurring on January 9, 1997, at Steiner and Green Streets, S.F., CA, and is a compromise of Superior Court Action No. 989-310.

(Acc : 96-7-082 (C); Truck 16;

Off : Lt. Richard Ames;

Drv : FF John Sperry;

Tlr : FF James Hodgkin;

PX Stephen F. Cassidy)

Vice President Roff moved and Commissioner Nakajo seconded.

There were no questions or discussion and the settlement of above claim was adopted on the opinion of City Attorney's Office and recommendation of Chief of Department.

C) Rescinding Resolution No. 97-08

Rescinded the Fire Commission action of 12-16-97 approving Resolution No. 97-08 (amending Section 701 of the Rules and Regulations) for calendaring and adoption on January 8, 1998.

(Note: The Fire Commission at its meeting of 01-08-98 directed that Resolution No. 97-08 be removed from its calendar and continued)

Commissioner Nakajo moved and Vice President Roff seconded. There were no questions or discussion and the Fire Commission's action of December 16, 1997, regarding Resolution No. 97-08 was rescinded.

4. REGULAR CALENDAR - NEW BUSINESS

0) Unit Citations

Presentation of Unit Citations to the following firefighting companies for their heroic actions performed in 1995:

<u>Unit</u>	<u>Date</u>	<u>Recipient</u>
Truck 8	06-05-95	Lieutenant George Garcia
Rescue 2	07-05-95	Firefighter Richard Veal
Engine 44	07-05-95	T/Lieutenant Jose Velo
Truck 2 (Batt. 1)	10-10-95	Batt. Chief Albert Thuesen
Truck 5	11-05-95	Captain Joseph Carlomagno

Chief Oemmons invited the officers to come forward to receive a unit citation. Chief Oemmons read aloud each unit citation and presented the unit citation to each company officer. Each officer was congratulated by members of the Fire Commission.

E) 1998-99 Budget

Submitted for review and adoption the 1998-99 Budget.

President Fernandez-Pifer directed that the matter be continued to a special meeting on Thursday, February 19, 1998, at 4:45 p.m., and that Secretary Connors distribute the agenda for that meeting.

F) Public Comment

No comments were made by the public.

There being no further business to come before the Commission, the meeting was adjourned at 6:22 p.m.

Raymond G. Connors
Secretary

JOURNAL OF PROCEEDINGS
(MINUTES)

FIRE COMMISSION

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* Special Meeting - Thursday - February 19, 1998 - 4:45 p.m.

260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:

President Rosemarie Fernandez-Pifer
Vice President Hadley R. Roff
Commissioner Stephen A. Nakajo
Commissioner Russell S. Roeca
Commissioner Ted N. Soulis

Robert L. Demmons
Richard E. Condon
Harold E. Gamble

- Chief of Department
- Deputy Chief - Operations
- Deputy Chief - Administration

Chief Officers - Staff:

Aaron C. Stevenson
Bernie F. Lee

- Fire Prevention
- Management Services

Chief Officers - Firefighting Service:

Daniel E. Barden
James R. Cavellini
David A. Frisella

- Division 1
- Division 2
- Division 3 (Acting)

2. 1998-99 Budget (Cont'd from Meeting of 02-12-98)

Submitted for review and adoption the 1998-99 Budget.

Vice President Roff moved, seconded by Commissioner Soulis.

President Fernandez-Pifer opened the item for questions. Next she asked if any members of the Commission had any questions. Vice President Roff noted that there were some budget enhancements that were either totally new or pioneering - Cadet/Officers' Training Program, and there are old items such as overtime. He asked for explanations of both items.

Chief Demmons asked Mary King-Gorwky to make some preliminary comments on the budget enhancement request for \$3 million in overtime. Ms. King-Gorwky commented that the general fund currently funds the Department for \$2.5 million in overtime. This year we had some problems with over expenditure in that account. We have examined the problem very carefully, and we have begun conversations with the Mayor's office with the hope of memorializing this year's base line costs which would include the \$1.8 million supplemental appropriation approved by the Board of Supervisors earlier this fiscal year. This means we would begin next fiscal year with about \$2 million more than this year. We are hoping to increase our appropriation for vacation, sick leave and compensatory time payments when a member retires, this would increase allocations for salaries and overtime. The \$3 million request is an estimate based upon anticipated expenditures through the balance of this fiscal year, at approximately \$6.3 million. Also, factored into this issue are the two probationary classes already begun, one graduated, and it is hoped to start a third class this Spring. This will enable the Department to enter fiscal year 1998-99 without the backfill problems which we experienced this year. Thus, with a total appropriation of approximately \$5 million we would expect to avoid the situation we experienced this fiscal year which made it necessary to seek a supplemental appropriation.

We are trying to increase our ability to predict when a member is apt to retire, based on age and service, as this variable affects our overtime usage.

We have begun conversations with the Mayor's office and with these discussions/ negotiations we hope to increase our overtime appropriation. Obviously, we have been underfunded, and that is the bottom line.

Chief Demmons commented that the Commission is aware that last year Mary forwarded a memo to him indicating that the Department had requested an additional \$2 million for overtime which was not approved. It was clearly stated in the memo that either we receive the money for overtime or it would be needed for salaries. Additionally, the fire department is unique because we hire a large number of new employees. I think in 1974 we hired almost 300 firefighters. We also hired many firefighters in 1968 and 1969. There may be years where we make no hires. This means frequently that a large number of firefighters leave at about the same time (year). We are experiencing that condition this fiscal year. We have taken on many new tasks in order to institutionalize change. One such area is training - management training,

2. 1998-99 Budget (Continued)
(Cont'd from Meeting of 02-12-98)

problem performance training, training for first line supervisors (Lieutenants), train-the-trainer program. We are training all our Company Officers (200 plus), which has brought about consistency, while allowing training to be conducted in the fire stations. We have opted to utilize our employees to conduct this training. We have seen reports from the Division of Training about our probationary firefighters, who are really benefitting from this increased training. At the fire college we are experiencing a reduction in the number of deficiencies. We have not lost any probationary firefighters since we started this program.

This activity - on and off duty - brings about additional overtime. Earlier this year we experienced some problems in high usage of disability leave which further impacted overtime. We have taken steps to correct that situation. We are going through a transitional period. We hope to be able to clarify these issues in discussions with the Mayor's office and the Budget Analyst later this year.

Vice President Roff asked Chief Demmons if he expected the Cadet and Officers' programs to be implemented soon. Chief Demmons responded affirmatively. When you look at our training you no longer see the large expenditures the Department made to consultants in years past in the area of training. The feedback he has received from members of the Department indicates we have been effectively managing our environment. We have seen a vast improvement among the Chief and Company Officers in their effectiveness to manage their areas of responsibility. In the past the consultants would leave and no change would be evident. It bothers him that there seemed to be no problem when the consultants received hundreds of thousands of dollars, and now when our people are willing to step forward and try to bring about the changes they get blasted as if they are doing something wrong because they are being compensated for doing something above and beyond their normal duties. We do a lot of training on duty, where no additional costs are incurred. We first look to see if it can be done on duty. Because of the Department's uniqueness, with 42 different sites, it is hard to get them all together at the same time. So, we have to have committees and by definition, their meetings involve some members who are off duty on the date of the meetings.

Vice President Roff said the budget documents contained many impressive items. Kudos to Deputy Chief Gamble and Mary King-Gorwky for a job well done, it represents a vast difference from the one that was done a couple of weeks ago. The budget also reflects the enormous growth of the City - Treasure Island's jurisdiction, Airport expansion, Emergency Medical Services, etc. Many of the 92 positions are for these important areas of operation. Daily calls have increased from 160 to 195. He said it was very wise to include these additional support personnel for purchasing, and personnel to provide some backup for administration. He realizes that many of you spend enormous hours in dealing with your responsibilities. These new positions will be of great help. Sometimes they are the first positions penciled out. He praised the detail and explicitness of the budget enhancements.

2. 1998-99 Budget (Continued)
(Cont'd from Meeting of 02-12-98)

Commissioner Nakajo said he supported Vice President Roff's comments and noted that the explanations give a broader and more positive picture and counter some of the negative comments you hear or read outside the Department. He thanked everyone who participated in putting together this budget.

Chief Demmons said it can't be over emphasized what is being asked of the members of the Department. Not only do they continue to respond to emergencies in an outstanding manner, but they do a lot more training and drills than in past years. A clear example of that is what happened at City Hall last Friday afternoon when the dome caught fire. He was concerned that firefighters would get injured, or worse, as they scrambled on scaffolding with heavy hoses. This is always his major concern.

Vice President Roff said it was breathtaking to see the firefighters scrambling over the scaffolding. Chief Demmons said that the incident commander, Assistant Chief James Cavellini, is with us tonight. He did an excellent job as well as all who responded.

Commissioner Nakajo asked what are the chances that the Mayor's office and Board of Supervisors will fund these 21 budget enhancements?

Chief Demmons said the key is to provide as much information as possible in response to their requests. That's what we've been working on. Additionally, we have a graduate student on site - David Madsen - who has been analyzing the history of overtime expenditures. His presence gives the Department an unusual opportunity to examine the unique operation of the fire department in comparison to the other City departments.

President Fernandez-Pifer indicated she had questions about the Cadet and Officers' programs. She noted it was high on the Department's priority list and it carried a large budget request. Does the Department have a program available to show to the Commission? Chief Demmons said we have a draft and we are in negotiations with the consultants, and today we had a conference call to discuss elements of both programs. We have the basic structure in place.

President Fernandez-Pifer said she was concerned that a draft might not be sufficient, unless it has gone through whatever processes are required, such as meet and confer. Otherwise, the Finance Committee might say the programs are not right for funding. Chief Demmons says it takes time to develop because we are in a brand new era. We are far enough along to be able to justify the request for funding. The expectation is to keep the cost of the new programs consistent with past expenditures for probationary firefighters and officers' examinations. President Fernandez-Pifer asked if we had an alternative proposal in case the Finance Committee does not fund the new programs. Chief Demmons commented that the Cadet and Officers' programs are court ordered, and that we have been sending material to Finance Committee concerning these two programs so they will have an understanding as to our aims. He has talked to several Supervisors individually, and they have been very supportive. The

2. 1998-99 Budget (Continued)
(Cont'd from Meeting of 02-12-98)

current entrance list for firefighters has more than a year before it expires. We plan to hire two classes in 1998-99 from the existing list. Mary King-Gorwky said that funds for testing and examination administration are already included in our base line budget.

Commissioner Roeca said that in the two years he has been with the Commission, and having heard comments from Judge Patel about institutional change he is very impressed with the progress, and appreciates the hard work.

President Fernandez-Pifer said because our Department has been so controversial she wants to make sure that by the time we get to the Finance Committee all our documentation is available, as well as a back up plan in place.

President Fernandez-Pifer said she had a question on the third enhancement - Computer Equipment/WANG Migration. She asked for an explanation of the request, as well as the strategy we are going to use to convince the Finance Committee to provide the funds. Deputy Chief Gamble indicated that he believed that it would not take a strong selling because it is obvious that the WANG is an outdated system, as we are transitioning to a PC LAN-based system. We need this to be ready for the new E-911 system. We need upgrades and training will be scheduled as well. The E-911 will have a records management system which will allow everyone to incorporate their records on a computer; then store, distribute and retrieve, without the necessity of making hard copies. Prior to that time we need to get off the WANG system, and he did not believe that anyone would conclude that it is not a high priority.

President Fernandez-Pifer inquired how our move to new headquarters has been coordinated with an upgraded PC LAN system. Do the new headquarters' plans anticipate an electrical system that can accommodate an upgraded computer system. She hoped that we could move into headquarters with the upgraded system.

Assistant Chief Aaron Stevenson as a point of information noted that the way computer technology goes, he thinks that the Request for Proposal (RFP), and the way it is written is that the City will receive the best available technology, but because things change so rapidly we won't receive the most current technology. One major problem is the wiring is not just for the new building but for connections at communications. Are they going to connect with other areas within the City. Additionally, there are a lot of Year 2000 issues. This impacts the Division of Fire Prevention and Investigations more than any other unit. Ninety-five percent of his Division's output is on the WANG, and when the Year 2000 arrives his system will die. Something needs to be done as an intermediate step. Chief Demmons said that we are working on this issue.

Mary King-Gorwky stated that the Department has not had a computer budget for the last several years. Currently, we have the RFP for E-911. Therefore, City Hall would be remiss to overlook this budget enhancement in light of the issues

2. 1998-99 Budget (Continued)
(Cont'd from Meeting of 02-12-98)

stated, the imminent arrival of the Year 2000, and the arrival of the E-911 which we could not support in our current status.

There were no further questions or discussion and the 1998-99 budget was adopted in the amount of \$169,831,590.

There being no further business to come before the Commission, the meeting was adjourned at 5:50 p.m.

Raymond G. Connors
Secretary

5F
50
2
1/19/98
Special
5:00 p.m.

No. 98-06

JOURNAL OF PROCEEDINGS

(MINUTES)

FIRE COMMISSION

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* Special Meeting - Thursday - February 19, 1998 - 5:00 p.m.

260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:
President Rosemarie Fernandez-Pifer
Vice President Hadley R. Roff
Commissioner Stephen A. Nakajo
Commissioner Russell S. Roeca
Commissioner Ted N. Soulis

2. CLOSED SESSION

- A) Suspension Appeal Hearing (Cont'd from Meetings of 02-27-97, 03-27-97,
07-10-97, 09-11-97, 09-22-97, 10-20-97, 11-25-97,
12-16-97, 01-08-98 & 01-22-98)

In accord with Section 4001.4. of the Rules and Regulations, reporting that Battalion Chief Federico Sanchez, Battalion 6, has appealed his ten calendar days of suspension for the period February 18 through 27, 1997. He was suspended for violations of the Rules and Regulations as follows:

- *Section 2801 - Officer - Unfamiliarity with policies
- *Section 2802 - Officer - Responsible for enforcement of Rules & Regulations
- *Section 2808 - Officer - Shall interest themselves in welfare of subordinates
- Section 3935 - False Reports and False Testimony
- Section 3956 - Acts Detrimental to Welfare of Department (Renumbered as 3922)
- *Section 4009 - Obstructing an investigation
- *G.O. 95 A-64 - Reporting procedure for reporting possible EEO violation

*Dismissed

2. CLOSED SESSION

- A) Suspension Appeal Hearing (Continued)
(Cont'd from Meetings of 02-27-97, 03-27-97, 07-10-97, 09-11-97, 09-22-97,
10-20-97, 11-25-97, 12-16-97, 01-08-98 & 01-22-98)

The Fire Commission met and deliberated in closed session from 6:05 to 8:05 p.m.

There being no further business to come before the Commission, the meeting was adjourned at 8:06 p.m.

Raymond G. Connors
Secretary

JOURNAL OF PROCEEDINGS

(MINUTES)

FIRE COMMISSION

Regular Meeting - Thursday - February 26, 1998 - 6:00 p.m.
260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:

President Rosemarie Fernandez-Pifer
Vice President Hadley R. Roff
Commissioner Stephen A. Nakajo
Commissioner Russell S. Roeca
Commissioner Ted N. Soulis

Richard E. Condon
Harold E. Gamble

- Acting Chief of Department
- Deputy Chief - Administration

Chief Officers - Staff:

Bernie F. Lee

- Management Services

Chief Officers - Firefighting Service:

Victor M. Shannon
Michael R. Moran
Richard D. Bracco
Ray Balzarini
Richard C. Shortall

- Division 1 (Acting)
- Division 2 (Acting)
- Division 3 (Acting)
- Division of Airports
- Emergency Medical Services (Acting)

2. Adoption of the minutes of the Regular Meeting of February 12, 1998.

Vice President Roff moved and Commissioner Soulis seconded.
There were no questions or discussion and the minutes were adopted as presented.

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3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "H") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A) Retirements

Communications received from Retirement Board indicating the following members have retired:

			<u>Retirement Date</u>
Jackson, David W.	H10	Chief's Aide	Feb. 20, 1998
Lee, Terrance A.*	H2	Firefighter	Feb. 01, 1998
Savin, Philip R.	H2	Firefighter	Feb. 01, 1998
Cauilan, Reginald	2532	Paramedic	Jan. 15, 1998

*Resigned, effective cob 03-31-90

(Note: Retirement Certificates will be presented at Fire Commission meeting of April 23, 1998)

8) Monthly Report - Div. of FP&I

Submitting monthly report from Division of Fire Prevention and Investigation concerning activities performed during January, 1998.

C) Monthly Report - Management Services

Submitting monthly report from Management Services, concerning activities performed during January, 1998.

3. CONSENT CALENDAR

D) Permanent Appointments

Reporting the following PERMANENT appointments:

EFFECTIVE DATE - FEBRUARY 18, 1998

H40 Battalion Chief

John A. Murphy
Theodore J. Corporandy
Kirk W. Richardson
Patrick J. Casserly, Jr.

Kevin D. Taylor
Lawrence C. Giovacchini
Richard C. Shortall, Jr.
Adam J. Young

EFFECTIVE DATE - FEBRUARY 18, 1998

H30 Captain

Brendan A. Ward
Edward J. Arce
Edward A. Roland
Tyrone A. Rockett
David R. Sullivan
Russell J. Albano

Michael T. Hennigan
Christopher A. Gargano
Paul H. Chin
Khairul A. Ali
Michael J. Ryan
Raymond A. Guzman

EFFECTIVE DATE - FEBRUARY 18, 1998

H20 Lieutenant

Michael I. Thompson
Fernando De Alba
Denise L. Newman
Glen M. Kojimoto
Monica L. Fields
Charles Crane
Ronald R. Lewin
Raemona E. McGregor
Ethan I. Banford
Peter L. Fay

Anesto R. Estrella
Stephen J. Smith
Rex J. Hale
Edmund G. Dea
Dan F. Dente
Brian Leong
James S. Kircher
Daniel V. Armenta
John R. Bonnici
Mark A. Gonzales

3. CONSENT CALENDAR

E) Suspension

Reporting suspension of the following:

Firefighter Alexander Markel, Communications Center, for two calendar days (24 hours), February 25 and 26, 1998, for violation of Section 3924 of the Rules and Regulations (Insubordination).

Firefighter John Staudt, Truck 10, for two calendar days (24 hours), February 23 and 24, 1998, for violation of Section 3926 of the Rules and Regulations (Failure to Report).

Utility Plumber Amano Johnson, Pipeyard, for four calendar days, February 23, 24, 25 and 26, 1998, for violation of Section 3926 of the Rules and Regulations (Tardiness/Failure to Report).

FSI-II Kaan Chin, Bureau of Fire Prevention, for four days (40 hours), February 23, 25, 26 and 27, 1998, for violation of the Rules and Regulations as follows:

Section 3922 - Acts Detrimental to Welfare of Department

Section 3923 - Disobedience

Section 3926 - Tardiness/Failure to Report

1426 Senior Clerk Typist Claudiette O'Rear, Bureau of Fire Prevention, for two calendar days, February 18 and 19, 1998, for violation of Section 3924 of the Rules and Regulations (Insubordination).

3. CONSENT CALENDAR

F) Accidents

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

	<u>Accident No.</u>	<u>Date</u>	<u>Serial No.</u>	<u>Category</u>	<u>Recommendation</u>
Rescue 2 Off: Lt. Mark Johnson; Drv: FF Theresa Kwan	97-8-141	01-11-98	881	A	File
Cause: Misjudged clearance - Res 2, while positioning apparatus at fire scene, grazed a parking meter					
Ambulance Drv: Paramedic Joaquin Villarreal	97-8-142	01-15-98		C	File
Cause: Misjudged clearance - The mirror of ambulance grazed the right hand of a passenger exiting a trolley bus					
Headquarters Drv: Evette Taylor-Wilton, Asst. Mgr., EEO Programs	97-8-143	01-16-98	113	B	File
Cause: Rear ended - Mgt. Svc. vehicle, while pulling into a parking space, was rear ended by another car					
Medic 1 Drv: Paramedic Matthew Phillips	97-8-144	01-18-98	05	B	Bill
Cause: Failure to yield - Medic 1, stopped at a red light and then proceeded across an intersection, only to be struck by a civilian vehicle which failed to yield					
Engine 8 Off: Captain Edward O'Donnell; Drv: FF James Murphy	97-8-145	01-19-98	512	B	File
Cause: Backing up - Eng 8, while backing up to clear a lane of traffic, struck a vehicle which had pulled in behind Eng 8					
Engine 2 Off: Lt. Robert Brady; Drv: FF Peter Gallagher	97-8-146	01-19-98	596	A	File
Cause: Misjudged clearance - Eng 2, while backing into quarters, struck parked vehicle; driver failed to hear guide's warning					

3. CONSENT CALENDAR

F) Accidents (Continued)

A.W.S.S. Drv: Utility Plumber Dennis Murphy	97-8-147	01-20-98	963	A	File
Cause: Misjudged clearance - AWSS vehicle, while backing up, grazed the bumper of a parked vehicle					
Medic 7 Drv: Paramedic Scott Richard	97-8-148	01-24-98	714	A	File
Cause: Medic 7, while backing into quarters, struck the bottom of apparatus door					
Medic 36 Drv: Paramedic Eric Nylander	97-8-149	01-25-98	712	C	File
Cause: U-turn - Medic 36, while responding to a dispatch, made a U-turn at an intersection and was then struck by a taxi cab					
Engine 39 Off: Lt. Gary May; Drv: FF George Zhovreboff	97-8-150	01-26-98	522	A	File
Cause: Misjudged clearance - Eng 39, while responding to a dispatch on a narrow street, grazed a parked car					
Battalion 10 Off: T/BC Philip Kelber; C/A Michael Lavelle	97-8-151	01-26-98	201	B	File
Cause: Rear ended - Batt 10 was making a right-hand turn when it was struck by another car					
Truck 3 Off: Lt. Robert Oller; Drv: FF Frank Cercos IV; Tlr: FF Jerry Mifsud	97-8-152	01-26-98	615	B	Bill
Cause: Trk 3 was responding to an incident and stopped in heavy traffic when a vehicle backed into Trk 3; civilian vehicle left the scene					
Medic 43 Drv: Paramedic Vicki Rooker	97-8-153	01-27-98	724	A	File
Cause: Misjudged clearance- Medic 43, while backing out of St. Mary's Hospital, grazed a parked car					

3. CONSENT CALENDAR

F) Accidents (Continued)

Medic 1	97-3-154	02-01-98	09	B	Bill
Drv: Paramedic Michael Arsanis					

Cause: Failure to yield - Medic 1 was responding to an incident and crossing an intersection with green light when they were struck by a vehicle which ran the red light

Note:

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

G) Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries, January 24 through February 6, 1998.

3. CONSENT CALENDAR

H) Temporary Appointments

Reporting having made 226 temporary appointments January 24 through February 6, 1998.

Vice President Roff moved and Commissioner Nakajo seconded. "H" There were no questions or discussion and Items "A" through "H" on the Consent Calendar were adopted or ordered filed as appropriate.

3. CONSENT CALENDAR

H) Temporary Appointments (Continued)

Report having made 226 temporary appointments during Payroll Period
January 24 through February 6, 1998.

NAME	Present RANK	Higher RANK	NO.OF DAYS WORKED	DATES
ASARO JOSEPH	0040	0050	10	01/26/98 02/06/98
BOUDOURES ROBERT G	0040	0050	2	01/27/98 01/28/98
BRACCO RICHARD D	0040	0050	2	02/02/98 02/03/98
BRACCO RICHARD D	0040	0050	2	01/30/98 01/31/98
BRACCO RICHARD D	0040	0050	2	01/24/98 01/25/98
FERRY JAMES C	0040	0050	1	01/24/98 01/24/98
FRISSELLA DAVID A	0040	0050	9	01/24/98 02/05/98
HABERLIN DAVID A	0040	0050	6	01/25/98 02/06/98
HABERLIN DAVID A	0040	0050	1	02/06/98 02/01/98
JONES PAUL D	0040	0050	2	01/30/98 01/31/98
MORAN MICHAEL R	0040	0050	4	02/02/98 02/06/98
MORAN MICHAEL R	0040	0050	2	01/27/98 01/28/98
SANCHEZ FEDERICO J	0040	0050	2	02/03/98 02/04/98
SHANNON VICTOR	0040	0050	8	01/24/98 02/06/98
THUESEN ALBERT L	0040	0050	1	02/06/98 02/06/98
THUESEN ALBERT L	0040	0050	2	02/03/98 02/04/98
THUESEN ALBERT L	0040	0050	1	01/24/98 01/24/98
TREANOR FRANK R	0040	0050	2	01/30/98 01/31/98
BENNETT ROD L	0030	0040	2	02/05/98 02/06/98
BENNETT ROD L	0030	0040	2	01/27/98 01/28/98
BONNEL MICHAEL W	0030	0040	2	01/30/98 01/31/98
CAREY WILLIAM G	0030	0040	2	01/28/98 01/29/98
GARCIA PHILIP F	0030	0040	2	02/03/98 02/04/98
GARCIA PHILIP F	0030	0040	2	01/31/98 02/01/98
GARCIA PHILIP F	0030	0040	2	01/25/98 01/26/98
HAYES-WHITE JOANNE	0030	0040	8	01/26/98 02/05/98
KEARNEY MICHAEL S	0030	0040	2	01/29/98 01/30/98
KEARNEY MICHAEL S	0030	0040	1	01/24/98 01/24/98
MASSETANI GARY	0030	0040	10	01/26/98 02/06/98
MCLAUGHLIN PATRICK	0030	0040	2	01/28/98 01/29/98
NOLAN VINCENT J	0030	0040	2	02/02/98 02/03/98
NOLAN VINCENT J	0030	0040	2	01/30/98 01/31/98
NOLAN VINCENT J	0030	0040	2	01/27/98 01/28/98
ODONNELL EDWARD JR	0030	0040	2	01/28/98 01/29/98
PAGAN VICTOR A	0030	0040	2	02/03/98 02/04/98
RONAN JOHN E	0030	0040	2	01/30/98 01/31/98
ROYBAL PETER D	0030	0040	2	01/28/98 01/29/98
SERAFINI WILLIAM F	0030	0040	2	02/05/98 02/06/98
TOMASELLO RAYMOND	0030	0040	4	01/29/98 02/02/98
KOCHEVAR RICHARD	0030	0039	8	01/26/98 02/06/98

3. CONSENT CALENDAR

H) Temporary Appointments (Continued)

AHUMADA MICHAEL R	0020	0030	2	01/25/98	01/26/98
BARAONA EUGENE A	0020	0030	2	01/27/98	01/28/98
BONNIE WM SCOTLAND	0020	0030	2	02/04/98	02/05/98
BONNIE WM SCOTLAND	0020	0030	2	01/29/98	01/30/98
BONNIE WM SCOTLAND	0020	0030	1	01/24/98	01/24/98
CUNNIE MICHAEL J	0020	0030	4	02/02/98	02/06/98
CUNNIE MICHAEL J	0020	0030	2	01/30/98	01/31/98
CUNNIE MICHAEL J	0020	0030	2	01/27/98	01/28/98
CUNNIE MICHAEL J	0020	0030	2	02/05/98	02/06/98
COBO MATIAS	0020	0030	2	02/05/98	02/06/98
FLAHERTY STEPHEN A	0020	0030	2	02/05/98	02/06/98
FLAHERTY STEPHEN A	0020	0030	2	02/02/98	02/03/98
FLAHERTY STEPHEN A	0020	0030	2	01/30/98	01/31/98
FLAHERTY STEPHEN A	0020	0030	2	01/24/98	01/25/98
FORBES JOHN J III	0020	0030	1	02/04/98	02/04/98
FORBES JOHN J III	0020	0030	2	01/28/98	01/29/98
FREDIANI DONALD L	0020	0030	4	02/02/98	02/03/98
FREDIANI DONALD L	0020	0030	4	01/27/98	01/31/98
FREDIANI DONALD L	0020	0030	2	01/24/98	01/25/98
FREDIANI DONALD L	0020	0030	2	02/05/98	02/06/98
GALLEGOS THOMAS M	0020	0030	2	01/29/98	01/30/98
GARCIA GEORGE H JR	0020	0030	2	02/05/98	02/06/98
GUTIERREZ RICHARD	0020	0030	2	02/02/98	02/03/98
GUTIERREZ RICHARD	0020	0030	2	01/30/98	01/31/98
GUTIERREZ RICHARD	0020	0030	1	02/06/98	02/06/98
HANSEN JERRY E	0020	0030	2	02/03/98	02/04/98
HANSEN JERRY E	0020	0030	2	01/28/98	01/29/98
HANSEN JERRY E	0020	0030	2	02/04/98	02/05/98
HARRINGTON JAMES P	0020	0030	2	01/24/98	01/24/98
HARRINGTON JAMES P	0020	0030	1	02/05/98	02/06/98
KING ALEXANDER M	0020	0030	2	01/30/98	01/31/98
KING ALEXANDER M	0020	0030	2	02/05/98	02/06/98
LANDIVAR WILLIAM G	0020	0030	2	02/05/98	02/06/98
LANDIVAR WILLIAM G	0020	0030	2	01/30/98	01/31/98
LAUER RICHARD L	0020	0030	2	02/01/98	02/02/98
LEONARD ALLAN J	0020	0030	2	02/03/98	02/04/98
LIGGINS EDWARD JR	0020	0030	6	01/29/98	02/05/98
MCHUGH JAMES E	0020	0030	2	01/27/98	01/28/98
MCKEON JOSEPH B	0020	0030	2	02/02/98	02/03/98
MILLARD TERRY	0020	0030	2	01/30/98	01/31/98
MOLINARI ROBERT M	0020	0030	3	01/31/98	02/03/98
MOLINARI ROBERT M	0020	0030	2	01/25/98	01/26/98
MURRAY THOMAS E	0020	0030	2	01/28/98	01/29/98
SMITH STEPHEN C	0020	0030	2	01/28/98	01/29/98
SOULE ANTHONY P	0020	0030	2	01/28/98	01/29/98
WALSH FREDERICK C	0020	0030	2	02/05/98	02/06/98
BARTELS WILLIAM	0020	0028	10	01/26/98	02/06/98
BOUYEA ROGER	0020	0028	10	01/26/98	02/06/98
CASTELLANOS RUDOLPH	0020	0028	10	01/26/98	02/06/98

3. CONSENT CALENDAR

H) Temporary Appointments (Continued)

HIGGINS JOSEPH	0020	0028	10	01/26/98	02/06/98
JONES GREGORY D	0020	0028	10	01/26/98	02/06/98
KAWAGUCHI TODD	0020	0028	10	01/26/98	02/06/98
LABRADO RUDOLPH	0020	0028	5	01/26/98	01/30/98
MARTIN DON	0020	0028	8	01/27/98	02/06/98
MORINO FRANK	0020	0028	9	01/26/98	02/06/98
WILSON JOSEPH	0020	0028	10	01/26/98	02/06/98
CAMPBELL EDWARD	0010	0020	10	01/26/98	02/06/98
CHAN WING CHUNG	0010	0020	2	02/05/98	02/06/98
CHAN WING CHUNG	0010	0020	2	02/02/98	02/03/98
CHAN WING CHUNG	0010	0020	2	01/30/98	01/31/98
CHAN WING CHUNG	0010	0020	2	01/24/98	01/25/98
GRIFFEY NIKKI P	0010	0020	2	01/30/98	01/31/98
GRIFFEY NIKKI P	0010	0020	1	01/24/98	01/24/98
MORRISON JOSEPH	0010	0020	2	02/05/98	02/06/98
OWYANG GREGORY	0010	0020	8	01/26/98	02/05/98
STEINHOFF LESLIE C	0010	0020	2	02/04/98	02/05/98
STEINHOFF LESLIE C	0010	0020	2	02/01/98	02/02/98
ABBOTT THOMAS FRANCIS	0002	0020	9	01/24/98	02/05/98
AGIUS FRANK	0002	0020	2	01/28/98	01/29/98
BALMY ALEC MICHAEL	0002	0020	4	02/02/98	02/06/98
BALMY ALEC MICHAEL	0002	0020	2	01/30/98	01/31/98
BECKERLEY JOHN G	0002	0020	6	01/30/98	02/06/98
BECKERLEY JOHN G	0002	0020	2	01/27/98	01/28/98
BUSALACCHI RICHARD	0002	0020	2	01/28/98	01/29/98
BUSALACCHI RICHARD	0002	0020	2	01/25/98	01/26/98
CALLEN TIMOTHY J	0002	0020	2	02/04/98	02/05/98
CALLEN TIMOTHY J	0002	0020	2	02/01/98	02/02/98
CALLEN TIMOTHY J	0002	0020	2	01/29/98	01/30/98
CALLEN TIMOTHY J	0002	0020	2	01/26/98	01/27/98
CALZOLAI FRANCO S	0002	0020	2	02/02/98	02/03/98
CALZOLAI FRANCO S	0002	0020	2	01/30/98	01/31/98
CALZOLAI FRANCO S	0002	0020	2	01/27/98	01/28/98
CALZOLAI FRANCO S	0002	0020	2	01/24/98	01/25/98
CAULFIELD GARET J	0002	0020	4	02/02/98	02/06/98
CAULFIELD GARET J	0002	0020	2	01/30/98	01/31/98
CAULFIELD GARET J	0002	0020	2	01/27/98	01/28/98
CAULFIELD GARET J	0002	0020	2	01/24/98	01/25/98
CHARLETON MICHAEL B	0002	0020	2	01/25/98	01/26/98
CHU EDWARD Y	0002	0020	2	02/05/98	02/06/98
CHU EDWARD Y	0002	0020	2	01/24/98	01/25/98
CLARK WILLIAM	0002	0020	2	02/04/98	02/05/98
CLARK WILLIAM	0002	0020	2	02/01/98	02/02/98
CLARK WILLIAM	0002	0020	2	01/29/98	01/30/98
CLARK WILLIAM	0002	0020	3	01/24/98	01/27/98
COTTRELL PETER	0002	0020	1	01/24/98	02/05/98
DAWLEY DAVID	0002	0020	1	02/06/98	02/06/98

3. CONSENT CALENDAR

H) Temporary Appointments (Continued)

DILUZIO JOHN	0002	0020	1	01/29/98	01/29/98
ENGLER GERALD	0002	0020	6	01/27/98	02/05/98
FALLS GARY J	0002	0020	2	01/25/98	01/26/98
HANLEY JOHN F	0002	0020	2	02/05/98	02/06/98
HANLEY JOHN F	0002	0020	2	02/02/98	02/03/98
HANLEY JOHN F	0002	0020	4	01/24/98	01/28/98
HICKEY JOHN ANDREW	0002	0020	6	01/30/98	02/06/98
HICKEY JOHN ANDREW	0002	0020	2	01/24/98	01/25/98
HUNTER DARRYL	0002	0020	2	02/04/98	02/05/98
HUNTER DARRYL	0002	0020	2	02/01/98	02/02/98
HUNTER DARRYL	0002	0020	2	01/29/98	01/30/98
HUNTER DARRYL	0002	0020	2	01/26/98	01/27/98
HURTADO VICTOR GABRIEL	0002	0020	2	02/04/98	02/05/98
JONES KENNETH R	0002	0020	2	01/28/98	01/29/98
KNIGHT ROHAN	0002	0020	2	02/04/98	02/05/98
KNIGHT ROHAN	0002	0020	2	01/29/98	01/30/98
KNIGHT ROHAN	0002	0020	1	01/24/98	01/24/98
LAU KERBY	0002	0020	2	02/04/98	02/05/98
LOMBARDI KENNETH A	0002	0020	2	02/05/98	02/06/98
MAGNUSEN LONNIE H	0002	0020	2	02/04/98	02/05/98
MAGNUSEN LONNIE H	0002	0020	2	02/01/98	02/02/98
MAGNUSEN LONNIE H	0002	0020	2	01/29/98	01/30/98
MARKEL ALEXANDER	0002	0020	6	01/24/98	02/06/98
MOY EDWARD BENJAMIN	0002	0020	1	02/06/98	02/06/98
MOY EDWARD BENJAMIN	0002	0020	2	01/31/98	02/01/98
MOY EDWARD BENJAMIN	0002	0020	4	01/25/98	01/29/98
MULHAIR LESLIE K	0002	0020	2	02/05/98	02/06/98
MULHAIR LESLIE K	0002	0020	2	02/02/98	02/03/98
OLEARY MICHAEL E	0002	0020	2	01/29/98	01/30/98
OSHEA JOHN P	0002	0020	2	02/05/98	02/06/98
OSHEA JOHN P	0002	0020	2	01/24/98	01/25/98
OSULLIVAN, KEVIN EDWARD	0002	0020	2	01/28/98	01/29/98
PATT MICHAEL DONALD	0002	0020	2	02/02/98	02/03/98
PATT MICHAEL DONALD	0002	0020	4	01/27/98	01/31/98
PEREZ VINCENT ACEVES	0002	0020	2	02/05/98	02/06/98
PEREZ VINCENT ACEVES	0002	0020	6	01/27/98	02/03/98
PEREZ VINCENT ACEVES	0002	0020	2	01/24/98	01/25/98
PEREZ VINCENT ACEVES	0002	0020	1	01/24/98	01/24/98
POSTEL ROBERT FREDERICK	0002	0020	2	02/01/98	02/02/98
PRUYN RONALD C	0002	0020	2	01/29/98	01/30/98
PRUYN RONALD C	0002	0020	2	01/26/98	01/27/98
PRUYN RONALD C	0002	0020	2	01/29/98	01/30/98
PUMPHREY ZACHARY WILLIAMS	0002	0020	2	01/29/98	01/30/98
PUMPHREY ZACHARY WILLIAMS	0002	0020	1	01/24/98	01/24/98
RABBITT BRIAN P	0002	0020	6	01/30/98	02/06/98
RABBITT BRIAN P	0002	0020	2	01/27/98	01/28/98
ROMERO SAMUEL NMI	0002	0020	2	01/25/98	01/26/98
SEYLER JEANNE MARIE	0002	0020	2	02/03/98	02/04/98
SEYLER JEANNE MARIE	0002	0020	2	01/31/98	02/01/98
SHEA KEVIN	0002	0020	5	01/29/98	02/06/98

3. CONSENT CALENDAR

H) Temporary Appointments (Continued)

SLATTERY RICHARD F	0002	0020	2	02/05/98	02/06/98
SLATTERY RICHARD F	0002	0020	2	02/02/98	02/03/98
SLATTERY RICHARD F	0002	0020	2	01/30/98	01/31/98
SLATTERY RICHARD F	0002	0020	2	01/27/98	01/28/98
SLATTERY RICHARD F	0002	0020	2	01/24/98	01/25/98
STEVENS PHILIP T	0002	0020	2	01/30/98	01/31/98
SULLIVAN DANIEL A	0002	0020	1	02/06/98	02/06/98
SULLIVAN DANIEL A	0002	0020	2	02/03/98	02/04/98
SULLIVAN DANIEL A	0002	0020	2	01/28/98	01/29/98
SULLIVAN DENNIS WILLIAM	0002	0020	2	02/04/98	02/05/98
SULLIVAN DENNIS WILLIAM	0002	0020	2	02/01/98	02/02/98
SULLIVAN DENNIS WILLIAM	0002	0020	2	01/29/98	01/30/98
SULLIVAN DENNIS WILLIAM	0002	0020	3	01/24/98	01/27/98
TENBRUGGENCE ALBERT	0002	0020	2	02/02/98	02/03/98
TUIASOSOPO JOHN MISIATA	0002	0020	2	02/05/98	02/06/98
VELO JOSE L	0002	0020	2	01/28/98	01/29/98
VELO JOSE L	0002	0020	2	01/25/98	01/26/98
WHITE TERENCE GERARD	0002	0020	2	02/04/98	02/05/98
WHITE TERENCE GERARD	0002	0020	1	01/24/98	01/24/98
WIESSLER STEVEN	0002	0020	2	02/04/98	02/05/98
WIESSLER STEVEN	0002	0020	2	02/01/98	02/02/98
WINSLOW ROBERT EDWARD	0002	0020	2	02/05/98	02/06/98
WINSLOW ROBERT EDWARD	0002	0020	2	02/02/98	02/03/98
WINSLOW ROBERT EDWARD	0002	0020	2	01/30/98	01/31/98
WINSLOW ROBERT EDWARD	0002	0020	2	01/27/98	01/28/98
WINSLOW ROBERT EDWARD	0002	0020	2	01/24/98	01/25/98
WONG MIKE JAMES	0002	0020	2	02/02/98	02/03/98
WONG SUEON F	0002	0020	2	02/02/98	02/03/98
WYRSCH GREGORY LANCE	0002	0020	2	01/29/98	01/30/98
WYRSCH GREGORY LANCE	0002	0020	1	01/24/98	01/24/98
WYRSCH VICTOR	0002	0020	1	02/04/98	02/04/98
ZOUZOUNIS.DENNIS J	0002	0020	2	01/28/98	01/29/98
ZOUZOUNIS DENNIS J	0002	0020	2	01/25/98	01/26/98
ADAMS EUGENE DARREL	0002	0010	2	02/04/98	02/05/98
ALEXANDER ALEXANDRA C	0002	0010	3	02/03/98	02/06/98
ALEXANDER ALEXANDRA C	0002	0010	2	01/28/98	01/29/98
AUSTIN KATHY A	0002	0010	2	02/04/98	02/05/98
AUSTIN KATHY A	0002	0010	2	01/29/98	01/30/98
BIAGINI DANIEL J	0002	0010	2	02/01/98	02/02/98
BIAGINI DANIEL J	0002	0010	3	01/24/98	01/27/98
BRIGHT DANIAL	0002	0010	2	01/30/98	01/31/98
CARDINALE KATHRYN M C	0002	0010	4	01/27/98	01/31/98
CARDINALE KATHRYN M C	0002	0010	2	01/24/98	01/25/98
CELONA MICHAEL	0002	0010	2	01/24/98	01/25/98
CRAWFORD ROCHELLE	0002	0010	1	01/25/98	01/25/98
CUFFE FRANK CONWAY	0002	0010	8	01/24/98	02/03/98
DICKER JOSHUA	0002	0010	1	01/24/98	01/24/98
ECKBERG CHARLES A	0002	0010	2	01/25/98	01/26/98

3. CONSENT CALENDAR

H) Temporary Appointments (Continued)

FARAC STEPHEN N	0002	0010	2	02/05/98	02/06/98
GHILARDI EDWARD J JR	0002	0010	6	01/24/98	02/02/98
GOGGIN DONALD JAMES	0002	0010	2	01/25/98	01/26/98
GORDON DAVID	0002	0010	8	01/24/98	02/04/98
GREENE ALISON KIM	0002	0010	2	02/04/98	02/05/98
HALL JAMES NMI	0002	0010	2	02/05/98	02/06/98
HARRIS LEONARDO	0002	0010	8	01/26/98	02/05/98
HIGGINS PATRICK BERNARD	0002	0010	1	02/06/98	02/06/98
HIGGINS PATRICK BERNARD	0002	0010	6	01/28/98	02/04/98
JAMES ROBERT	0002	0010	8	01/24/98	02/03/98
JOHNSON DAVID	0002	0010	6	01/28/98	02/04/98
KARAWANNY GEORGE NMN	0002	0010	4	02/02/98	02/06/98
KASHIMA KP NAKIA	0002	0010	2	02/02/98	02/03/98
KWONG CHARLES KWANG FU	0002	0010	2	01/27/98	01/28/98
LERMA MELISSA MARIE	0002	0010	4	01/29/98	02/02/98
LERMA MELISSA MARIE	0002	0010	2	01/26/98	01/27/98
MCCOY JOHN	0002	0010	2	02/05/98	02/06/98
MCCOY JOHN	0002	0010	2	01/30/98	01/31/98
MOORE JAMES D	0002	0010	2	02/05/98	02/06/98
MULHAIR LESLIE K	0002	0010	2	01/27/98	01/28/98
PAMPANIN VINCENT	0002	0010	8	01/26/98	02/05/98
PAUL ALLAN	0002	0010	4	01/28/98	02/01/98
PEOPLES DONALD WAYNE	0002	0010	1	02/06/98	02/06/98
PEOPLES DONALD WAYNE	0002	0010	2	01/31/98	02/01/98
PEOPLES DONALD WAYNE	0002	0010	2	01/28/98	01/29/98
ROBINSON RONALD	0002	0010	8	01/25/98	02/04/98
TALMADGE MELINDA ANNETTE	0002	0010	2	02/05/98	02/06/98
TALMADGE MELINDA ANNETTE	0002	0010	2	02/02/98	02/03/98
TALMADGE MELINDA ANNETTE	0002	0010	2	01/30/98	01/31/98
TALMADGE MELINDA ANNETTE	0002	0010	2	01/24/98	01/25/98
URQUIAGA PAUL	0002	0010	6	01/26/98	02/02/98
VELO JOSE. L	0002	0010	1	02/06/98	02/06/98
VELO JOSE L	0002	0010	2	02/03/98	02/04/98
VELO JOSE L	0002	0010	2	01/31/98	02/01/98
VERANT ROGER	0002	0010	10	01/24/98	02/06/98
WING DEREK J	0002	0010	1	01/25/98	01/25/98
WONG BARRY D	0002	0010	2	01/24/98	01/25/98
WONG JEFFREY NMN	0002	0010	2	02/05/98	02/06/98
WONG JEFFREY NMN	0002	0010	2	01/24/98	01/25/98
WOO ARNOLD	0002	0010	4	02/02/98	02/06/98
WOO ARNOLD	0002	0010	2	01/24/98	01/25/98
WU ALLEN SUNNY	0002	0010	2	02/04/98	02/05/98
WU ALLEN SUNNY	0002	0010	2	02/01/98	02/02/98
ZLATUNICH ROBERT PAUL	0002	0010	2	01/25/98	01/26/98

SILVESTRI ALFRED J

0032

01/26/98

02/05/98

ALBOFF GEORGE S

0024

01/26/98

02/06/98

3. CONSENT CALENDAR

H) Temporary Appointments (Continued)

CARDER MARY	0002	0006	8	01/24/98	02/03/98
MCGUINN MARTY	0002	0006	7	01/24/98	02/05/98
SCANNELL JOSEPH	0002	0006	9	01/25/98	02/06/98
THOMAS JENNIFER	0010	0006	8	01/24/98	02/06/98
VEGA PAUL	0010	0006	7	01/24/98	02/05/98
CERECHINO KENNETH	0022	0032	8	01/26/98	02/05/98
LI ERNEST	0022	0032	6	01/28/98	02/06/98
BRAIDA MICHAEL	0004	0022	4	01/26/98	01/30/98
CORDES THOMAS	0004	0022	8	01/26/98	02/06/98
JUAREZ FERNANDO	0002	0018	8	01/26/98	02/06/98
DISABILITY PAY					
CERCOS JOHN	0030	0040	14	01/24/98	02/06/98
MOLINARI ROBERT	0020	0030	1	02/04/98	02/04/98
WAGNER BRUCE	0020	0030	14	01/24/98	02/06/98
DEMARTINI GEORGE	0020	0028	14	01/24/98	02/06/98
BARNEY RONALD	0002	0020	14	01/24/98	02/06/98
BERTOLLO WALTER	0002	0020	14	01/24/98	02/06/98
DUNN GERALD	0002	0020	14	01/24/98	02/06/98
KOENIG WILLIAM	0002	0020	14	01/24/98	02/06/98
NEIL JAMES	0002	0020	14	01/24/98	02/06/98

4. REGULAR CALENDAR - UNFINISHED BUSINESS

A) Formal Hearing (Cont'd from Meetings of 10-23-97, 11-25-97 & 12-16-97)

Formal Hearing concerning formal complaint filed by Robert L. Demmons, Chief of Department, on October 6, 1997, against Lieutenant Ariston Armada, charging him with violation of the Rules and Regulations as follows:

- Section 2801 - Thorough Knowledge of Applicable Policies and Practices
- Section 2802 - Enforcement of Rules, Regulations and Orders
- Section 3905 - Unfamiliarity with Rules
- Section 3926 - Tardiness and Failure to Report
- G.O. 88 A-51 - Use of Slurs
- G.O. 95 A-64 - EEO Reporting Procedures

6:42-7:50 p.m.

Appearances:

Darren Lee, Deputy City Attorney, represented the Department. Duane Reno and Nyanza Shaw, attorneys at law, represented Lieutenant Ariston Armada, who was present.

Deputy City Attorney Tom Owen represented the Commission.

Closed Hearing:

Mr. Reno requested a closed hearing which was approved by President Fernandez-Pifer.

Recess: 6:45-7:48 p.m.

The Fire Commission met with Deputy City Attorney Owen in closed session, at the end of which time they were joined by Deputy City Attorney Lee and Mr. Reno.

The Fire Commission announced that the formal hearing was continued until one of the following:

Saturday, March 28, 1998, at 2:00 p.m., or
Tuesday, April 1, 1998, at 4:00 p.m., or
Wednesday, April 2, 1998, at 4:00 p.m.

Note: Above represents summary of events.
Court reporter recorded entire proceedings.

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted three letters commending members of the Department for response to requests for assistance or emergencies.

President Fernandez-Pifer directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

★ ★ ★ ★ ★ ★ ★ ★

January 31, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

On Tuesday, January 20, 1998, I became ill from a virus infection while enroute to work. I asked for help from "Copy Central," 603 Battery and Jackson Streets. Several firefighters from the fire station at Sansome and Jackson arrived within minutes of my request for help.

I believe the firefighters involved were Lieutenant James Carey, Firefighters James Smyk, Robert Gurman and Stephen Harper.

This is to say "thanks" - I am most grateful for what they did to make me comfortable.

Sincerely,

/s/ CHARLES PIVNICK
Cable Car Clothiers
441 Sutter Street
San Francisco, CA 94108

★ ★ ★ ★ ★ ★ ★ ★

5. REGULAR CALENDAR – NEW BUSINESS

A) Letters of Commendation (Continued)

Annemarie Madison
2210 Jackson Street, #404
San Francisco, California 94115

January 30, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

During the night of 8th to 9th January I needed quick medical rescue, since I had difficulty breathing.

My husband called 911. A lady asked precise questions and very soon after a team of efficient, knowledgeable and understandable women and men arrived.

I am sorry to be late with my heartfelt thanks to you – I was in the hospital in the meantime – which I'd like to address especially to the doctor present, who handled the situation in a soothing and confident manner.

My sincere thanks to all of you in the 911 service.

Sincerely,

/s/ ANNEMARIE MADISON

★ ★ ★ ★ ★ ★ ★ ★

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

February 5, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

I would like to thank you and your fire department personnel for allowing me to ride along at your Fire Station No. 7 on the evening of February 2, 1998.

On my business trips across the country, I enjoy visiting other fire departments, to see what they are doing for equipment, procedures and tactics. Although I have been a volunteer firefighter for over six years, there is a lot to learn.

Firefighter Vince Perez and the crew of Engine 7, along with the whole station, were instrumental in making my visit productive, comfortable and enjoyable. I was able to look at your equipment, and talk about department operations. I also stopped at several other stations, and all of your personnel were a credit to your department. I was impressed with the hose fittings and equipment that your shops fabricate. This is truly an art form.

Again, thank you for the opportunity to ride with and observe your firefighters, and the hospitality shown by the San Francisco Fire Department.

Yours in safety,

/s/ ANDREW HEMKEN, CSP
Firefighter II
Big Bend Vernon Volunteer
Fire Department
W229 S7120 Guthrie School Road
Big Bend, WI 53103-9642

* * * * *

5. REGULAR CALENDAR – NEW BUSINESS

B) Monthly Report – Chief of Department

Submitted monthly report from Chief of Department on status of the Department Personnel, Apparatus and Equipment for January, 1998.

- a. There are 32 unfilled positions in the uniformed forces.
- b. The daily average of uniformed personnel on authorized leave was as follows:

	<u>December</u>	<u>January</u>
Vacation : Annual	18.65	16.13
IDV	8.97	5.65
Compensatory Time	4.65	3.68
Sick Leave	17.32	17.68
Disability	15.71	14.42
Military Leave	.10	.55
Light Duty	6.19	6.19
Other (LD/CTR)	<u>3.87</u>	<u>3.87</u>
Total	74.55	67.45

- c. The following Work on Days Off (Overtime) were awarded during the month of January:

0 – H50 Assistant Chiefs, for 24 hours
8 – H40 Battalion Chiefs, for 24 hours
16 – H30 Captains , for 24 hours
33 – H20 Lieutenants , for 24 hours
16 – H10 Chief's Aides , for 24 hours
208 – H2 Firefighters , for 24 hours
1 – H32 Captain, BFP, for 4 hours

- d. The apparatus portion of this report has been delayed.

Respectfully submitted,

/s/ ROBERT L. DEMMONS
Chief of Department

Vice President Roff moved and Commissioner Roeca seconded.
There were no questions or discussion and the monthly report of Chief of Department was adopted.

5. REGULAR CALENDAR - NEW BUSINESS

C) City Attorney

Communication received from Deputy City Attorney John D. Cooper, dated February 18, 1998, submitting for Fire Commission's adoption settlement of the following litigation:

Settlement of Attorneys' Fees
in the amount of \$30,715.80 covering
the period September 1, 1997, to
December 31, 1997. The proposed
settlement relates to the case of
USA v. CCSF, et al., USDC Action
No. C84-7089 MHP.

Commissioner Roeca moved and Commissioner Nakajo seconded.
There were no questions or discussion and settlement of above litigation was
adopted on recommendation of Chief of Department.

D) Unit Citations

Presentation of Unit Citations to the following firefighting companies and
units for their heroic actions performed in 1996:

<u>Unit</u>	<u>Date</u>	<u>Recipient</u>
Rescue 1	03-29-96	Lieutenant Patrick Gardner
Station 5 (Engine/Truck)	04-22-96	Captain Joseph Carlomagno
Truck 2	06-11-96	Captain Philip Kelber
A.W.S.S.	06-18-96	Utility Plumber Dennis Murphy
Toy Program	11-26-96	James Ahern, Pres., Local 798

Acting Chief Condon invited the officers to come forward to receive a unit
citation. Acting Chief Condon read aloud each unit citation and presented the
unit citation to each company officer. Each officer was congratulated by
members of the Fire Commission.

5. REGULAR CALENDAR - NEW BUSINESS

E) Public Comment

Ms. Barbara Thomson said she is appearing because she is particularly concerned about the timing of the issue with new recruits at the academy class. She has been personally interested in the diversity of the San Francisco Fire Department since 1978. Some of the Commissioners, like Commissioner Roff, may remember that because of her work with then Fire Commission President, Juanita Del Carlo. I have followed the representation and some of the issues particularly around testing. I found a consultant in San Diego, when they were looking at issues to get more women in the Department, and made recommendations about the Seattle Fire Department for women testers, and I was concerned about qualifications on the announcements - whether or not they were job related, and bona fide occupational qualifications. Of particular concern to her now that the Consent Decree has terminated, and the Stipulated Order entered into, is not that there isn't a Consent Decree, because I think there is a much better way to spend a million dollars a year and diversify the San Francisco Fire Department. I am concerned because I don't want to see the City become involved in a situation where we substitute one victim for another. To that end, I am concerned about a trend that is occurring in the current workforce representation that I want to bring to your attention. I have given copies to the Secretary, which I believe he shared with you. I contacted the Chief's Office to let them know I would be here this evening. I believe Chief Condon also has a copy. What this chart indicates is what's occurring in workforce representation in the uniformed force. I utilized those numbers because I think those are probably the most eminent, since those were discussed in the Consent Decree. So the Paramedics, and the severe under representation that is going to occur with them coming into the Department, particularly with Asians, is not addressed in what I am about to bring to your attention. There are various numbers and percentage representations which I think are clearly outlined. Just previously, in bringing this to someone else's attention, it seems like it may require a little bit of interpretation. The first clear box is the actual workforce representation from the Department's February 1, 1998, workforce analysis completed by the Executive Assistant to the Chief (actually 01-31-98 analysis), which would include retirements through January 31st. The second is the San Francisco 1990 labor force availability. I gave you that statistic as a comparison for two reasons: that is the disseminated availability goal for targeting for affirmative action programs, and as you know, the City and County of San Francisco is a federal and state contractor. It was also disseminated from the Civil Service Commission. If you take a look at how the workforce compares to what the availability is you get the totally darkened bar which shows how the Department is faring. For example, when you look at Native Americans under American Indian you see they are at 100 percent of availability. You take a look at White, they are represented at 120 percent; African-Americans are represented at 130 percent of availability; Hispanics at 93 percent; Asians at 54.9 percent. As previously stated, American Indians are represented at .4. If you look at that number compared to availability of females the number drops down to 19.5 percent. However, the

5. REGULAR CALENDAR - NEW BUSINESS

E) Public Comment (Continued)

Stipulated Order gives specific guidelines right now, though it ends on November 26, 1998, for women and minorities. Comparatively speaking we are in this Department coming close to the numbers that were established by the court. Once that ends we need to go back and take a look at how the Department is going to fare with general availability, and what you'd have to do as an affirmative action employer or federal/state contractor. I am concerned because what is happening is that in groups where you have representation over 100 percent, it is not addressing the severe under representation in the Asian category. As you can see, Asians are only at 55 percent of parity. Hispanics are underrepresented by 7 percent of availability, although it is not severe by representation I think if the trend continues it is not going to make the gains that this Commission would want to see as a commitment. So, as these academy classes come up, and as these appointments are made I am not saying or attempting to influence the number, or suggesting that the Commission do that, but I think absent the policy direction from the Commission that diversity is going to be met in this Department, you are going to continue to see these trends which are disadvantaging other protected groups. What happens is race conscious decisions are being made, and I don't think there is a legal basis to do it when the representation does not substantiate under utilization. I think there is some confusion in the Department because of its status in a protected class, otherwise protected class because of minority group, that race conscious hiring may not be appropriate or lawful if there is not under utilization. I would encourage you based on the severe under utilization in the Asian category to seriously meet with that employee association group and others that can assist you in identifying those numbers. Because, I think if that is a very visible practice you will see those numbers increase.

President Fernandez-Pifer said she took it that the female category includes all women regardless of race or ethnicity. Ms. Thomson replied affirmatively. But there is a phenomenon that is occurring in the hiring practices which I think also needs to have your awareness, which is, there is in my mind, a severe adverse effect for White females because the Department wants to improve the minority number representation, minority females are definitely given a priority, and if you take a look at the availability and numbers for White females separated out by ethnic group, it is maybe 30 percent of what it should be for hiring practices. So, yes, they are double counted. That's the group that is most adversely affected, but never so severely, I don't think, as the Asian category. I know that bilingual services is another heightened awareness for the Commission. The City deserves to have a diverse fire department, and I don't think that's inconsistent with what your management objectives are from a policy making perspective. But again, it has to be by lawful means, and I am confident that - those of you that are attorneys - understand my concern about that. I don't want to see money spent in litigation. I don't think it is necessary if the practices are appropriate and lawful.

5. REGULAR CALENDAR - NEW BUSINESS

E) Public Comment (Continued)

John Darmanin, Airport Operations Supervisor and Training Coordinator, thanked the Commission in advance for allowing him to speak directly to the Commission tonight. He stated that he was currently waiting for a date to be set for the Fire Commission to hear his appeal of a 10-day suspension that he received earlier this year. He said he has been waiting for over 15 months for due process in this matter. He has yet to learn when the Fire Commission plans on placing his appeal on the agenda. He would like an opportunity to put this matter to rest and move forward with his career, as would I think everyone else who is waiting to have their appeals heard by the Fire Commission. I understand that your calendar is very full and very busy, and I was just hoping that there might be some way for the Fire Commission to make some arrangements, either for a special session, and I know that it is not high on your list of things to do, but to somehow accommodate the frustration a lot of us are feeling when due process is not afforded to us. We start to feel like maybe we are second class citizens when that happens. I think it is important to address that. There seems to be no end in sight for me in particular. I was just hoping the Commission would be able to provide me with some reasonable time frame as to when I can expect my appeal to be calendared.

President Fernandez-Pifer commented that special sessions have been high on the Commission's priority; we have held many of them. If need be, we as Commissioners will look at our calendars and discuss at what times we could have special sessions. It is hard for all five of us to get together on a particular day; during the day we all are working at our other jobs. She understands Mr. Darmanin's concern and the others waiting to be heard. I ask for your patience. There are many things we need to attend to, including other special sessions needed for other matters outside disciplinary action. We are going to try to do our best to accommodate all those who either have appealed with us or who are waiting for a decision. There are others awaiting a decision from other hearings. We will do that as soon as possible, in fact it was one of the issues we were discussing before we came in here. We got our calendars out to see what we can do to make room for all this. Unfortunately, when we began as Commissioners we had a lot of work dealing with the Consent Decree, for which we held many special sessions. Now that most of that is behind us we have this backlog we need to get to. I hear your concern and I appreciate your coming forward tonight. We as Commissioners will take a look at our calendar and try to get on track.

Mr. Darmanin said his intent was to put a face with a name and try to express his frustration the best way he knows how. President Fernandez-Pifer said she understood, and apologizes for the delays, but we are dealing with so many different things. Commissioner Roeca said Mr. Darmanin's comments were nicely expressed and appreciated. Commissioner Soulis asked if there was any "ball park" date. Secretary Connors replied that Mr. Darmanin is the number five case to be heard, not counting the Sanchez appeal.

5. REGULAR CALENDAR -- NEW BUSINESS

E) Public Comment (Continued)

Mr. Darmanin asked how long that might be -- six months? President Fernandez-Pifer said she hoped not. We will do all we can to clear up our calendar. Vice President Roff said the Commission is mindful of the situation.

There being no further business to come before the Commission, the meeting was adjourned at 7:50 p.m.

Raymond G. Connors
Secretary

JOURNAL OF PROCEEDINGS

(MINUTES)

DOCUMENTS DEPT.

MAR 23 1998

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FIRE COMMISSION

Regular Meeting - Thursday - March 12, 1998 - 6:00 p.m.
260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:
President Rosemarie Fernandez-Pifer
Vice President Hadley R. Roff
Commissioner Stephen A. Nakajo
Commissioner Ted N. Soulis

Commissioner Russell S. Roeca was excused for business reasons.

Richard E. Condon
Harold E. Gamble
Lorrie A. Kalos

- Acting Chief of Department
- Deputy Chief - Administration
- Assistant Deputy Chief - Support Services

Chief Officers - Staff:

Aaron C. Stevenson
Bernie F. Lee

- Fire Prevention
- Management Services

Chief Officers - Firefighting Service:

Daniel E. Barden
James R. Cavellini
David A. Frisella

- Division 1
- Division 2
- Division 3 (Acting)

2. Adoption of the minutes of the Regular Meeting of February 26, 1998, and the Special Meetings of January 22, 1998, February 19, 1998 (4:45 p.m.) and February 19, 1998 (5:00 p.m.).

Vice President Roff moved and Commissioner Soulis seconded.
There were no questions or discussion and the minutes were adopted as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "H") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A) Military Leave

Submitting for adoption application from one member for Military Leave of Absence with pay, in order to comply with Military Orders received from his commanding officer:

	<u>Rank</u>	<u>Dates</u>	<u>Days</u>	<u>Military Organization</u>	<u>Purpose</u>
Pruitt, Tyrone CPT 0-3	H4 INSP	04-06-98 thru 04-18-98	13	US Army Res. Moffett AFB, CA	Attend Annual Training

B) Monthly Report - Training

Submitting monthly report from Division of Training for February, 1998.

C) Probationary Appointments

Reporting the following PROBATIONARY appointments:

EFFECTIVE DATE - DECEMBER 5, 1997

H2 Firefighter

Dennis O. Kelly
(vice: Himself, Provisional
to Permanent Appointment)

EFFECTIVE DATE - JANUARY 26, 1998

1244 Senior Personnel Analyst

David B. Johnson
(vice: Jesusa Cruz,
to PCS 1244)

3. CONSENT CALENDAR

D) Resignation

Submitting resignation of the following:

2532 Paramedic John Hanavan, effective close of business January 23, 1998.
(Resigned with satisfactory services.
Transferred from DPH 07-01-97.)

1450 Executive Secretary I Anne Folan,
effective close of business February 17, 1998.
(Resigned to accept 1450 position at SFGH.
Transferred from DPH 07-01-97.)

E) Suspension

Reporting suspension of the following:

Lieutenant Thomas Kelly, Engine 6, for four calendar days, March 17, 18, 20 and 21, 1998, for violation of the Rules and Regulations as follows:

Section 2805 - Leadership
Section 2814 - Profane or Abusive Language
Section 3919 - Unacceptable Language

Chief's Aide John Ferrando, Battalion 3, for ten calendar days, March 17, 18, 20, 21, 23, 24 and 26, 1998, for violation of the Rules and Regulations as follows:

Section 3915 - Proper Behavior
Section 3920 - Violence
G.O. 91 A-2 - EEO Policy

3. CONSENT CALENDAR

F) Accidents

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

	<u>Accident No.</u>	<u>Date</u>	<u>Serial No.</u>	<u>Category</u>	<u>Recommendation</u>
Engine 22 Off: Lt. Charles Crane; Drv: FF Darrell Jeong	97-8-155	01-30-98	563	B	Bill
Cause: Failure to yield - Eng 22, while responding through an intersection with red lights and siren, made a right hand turn; before the turn was completed, one of the stopped vehicles moved forward, striking Eng 22					
Engine 41 Off: T/Lt. John Beckerley; Drv: FF Pablo Siquenza	97-8-156	02-03-98	511	A	File
Cause: Misjudged clearance - Eng 41, while backing up in front of quarters, struck the front of a parked vehicle; no guides were posted					
Engine 10 Off: Capt. Douglas Goodin; Drv: FF Barbara Britz	97-8-157	02-06-98	587	A	File
Cause: Misjudged clearance - Eng 10, while backing up at an incident, struck a parked vehicle; guides were posted, driver did not hear warning					
Engine 3 Off: Lt. Robert Oller; Drv: FF Albert Gughemetti	97-8-158	02-08-98	507	C	File
Cause: Backing up - Eng 3 was backing up at an incident when it made contact with a vehicle which pulled in behind Eng 3; driver did not see the vehicle					
Truck 3 Off: T/Lt. Kenneth Hupke; Drv: FF Lawrence Zammarchi; Tlr: FF Richard Pogre	97-8-159	02-08-98	615	A	File
Cause: Misjudged clearance - Trk 3 was responding to an emergency and after stopping at a red light, proceeded to turn left when it clipped a vehicle					

3. CONSENT CALENDAR

F) Accidents (Continued)

Engine 12 97-8-160 02-10-98 593 A File
Off: Lt. Melvin Canevaro; Drv: FF Richard Mize

Cause: Eng 12, while responding to an alarm and making a right hand turn, struck a parked vehicle

Engine 6 97-8-161 02-10-98 510 C File
Off: T/Lt. Ernesto Carrillo; Drv: FF Richard Espinoza

Cause: Rear ended - Driver of Eng 6, while attempting to stop the apparatus, accidentally hit both the accelerator and brake pedal, resulting in rear ending the vehicle in front of it

Medic 36 97-8-162 02-12-98 716 C File
Drv: Paramedic Ted Binkley

Cause: Medic 36, while responding on Code 2, and attempting to pass a vehicle, was struck when that vehicle made a left turn; the vehicle was backing up and unaware of the ambulance

EMS RC3 97-8-163 02-15-98 918 B File
Off: T/PM Capt. Daren Jenner

Cause: Civilian vehicle ran a red light, and in so doing, struck the ambulance

Engine 34 97-8-164 02-15-98 574 A File
Off: Capt. Wayne Mitchell; Drv: FF Raul Francisco

Cause: Door closure - Eng 34 had backed into the station; spotter pushed the door closure button not knowing the driver of Eng 34 was going to reposition the apparatus; and as a result, the door struck Eng 34's cab lights

Note:

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

3. CONSENT CALENDAR

F) Accidents (Continued)

Category B – An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C – An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

G) Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries, February 7 through February 20, 1998.

H) Temporary Appointments

Reporting having made 231 temporary appointments February 7 through February 20, 1998.

Vice President Roff moved and Commissioner Nakajo seconded. "H" There were no questions or discussion and Items "A" through "H" on the Consent Calendar were adopted or ordered filed as appropriate.

3. CONSENT CALENDAR

H) Temporary Appointments (Continued)

Report having made 231 temporary appointments during Payroll Period February 7 through February 20, 1998.

NAME	Present RANK	Higher RANK	NO.OF DAYS WORKED	DATES
ASARO JOSEPH	0040	0050	9	02/09/98
BOUDOURES ROBERT G	0040	0050	2	02/17/98
BRACCO RICHARD D	0040	0050	2	02/14/98
FERRY JAMES C	0040	0050	2	02/13/98
FERRY JAMES C	0040	0050	2	02/07/98
FRISELLA DAVID A	0040	0050	4	02/16/98
FRISELLA DAVID A	0040	0050	4	02/10/98
HABERLIN DAVID A	0040	0050	9	02/07/98
JONES PAUL D	0040	0050	1	02/20/98
JONES PAUL D	0040	0050	2	02/14/98
MORAN MICHAEL R	0040	0050	1	02/20/98
MORAN MICHAEL R	0040	0050	2	02/17/98
MORAN MICHAEL R	0040	0050	4	02/08/98
SHANNON VICTOR	0040	0050	8	01/24/98
THUESEN ALBERT L	0040	0050	1	02/07/98
TRACEY JAMES M	0040	0050	2	02/10/98
BENNETT ROD L	0030	0040	1	02/20/98
BENNETT ROD L	0030	0040	2	02/14/98
BENNETT ROD L	0030	0040	2	02/11/98
BONNEL MICHAEL W	0030	0040	2	02/14/98
CAREY WILLIAM G	0030	0040	2	02/18/98
CARLOMAGNO JOSEPH	0030	0040	1	02/19/98
GOODIN DOUGLAS L	0030	0040	1	02/18/98
GOODIN DOUGLAS L	0030	0040	2	02/15/98
GOODIN DOUGLAS L	0030	0040	2	02/12/98
HAYES-WHITE JOANNE	0030	0040	7	02/09/98
MASSETANI GARY	0030	0040	9	02/09/98
NOLAN VINCENT J	0030	0040	1	02/20/98
NOLAN VINCENT J	0030	0040	2	02/08/98
PAGAN VICTOR A	0030	0040	4	02/15/98
RONAN JOHN E	0030	0040	2	02/14/98
ROYBAL PETER D	0030	0040	2	02/18/98
ROYBAL PETER D	0030	0040	2	02/15/98
ROYBAL PETER D	0030	0040	2	02/12/98
TOMASELLO RAYMOND	0030	0040	2	02/07/98
AHERN JOHN W	0020	0030	2	02/15/98
BARAONA EUGENE A	0020	0030	2	02/17/98
BARAONA EUGENE A	0020	0030	2	02/14/98
BARAONA EUGENE A	0020	0030	2	02/08/98
BONNIE WM SCOTLAND	0020	0030	2	02/19/98
				02/20/98

3. CONSENT CALENDAR

H) Temporary Appointments (Continued)

COBO MATIAS	0020	0030	1	02/20/98	02/20/98
CUNNIE MICHAEL J	0020	0030	1	02/20/98	02/20/98
CUNNIE MICHAEL J	0020	0030	2	02/14/98	02/15/98
DRAKE GEORGE	0020	0030	2	02/09/98	02/10/98
FLAHERTY STEPHEN A	0020	0030	2	02/14/98	02/15/98
FLAHERTY STEPHEN A	0020	0030	2	02/11/98	02/12/98
FLAHERTY STEPHEN A	0020	0030	2	02/08/98	02/09/98
FORBES JOHN J III	0020	0030	2	02/18/98	02/19/98
FREDIANI DONALD L	0020	0030	2	02/19/98	02/20/98
FREDIANI DONALD L	0020	0030	2	02/10/98	02/11/98
GALLEGOS THOMAS M	0020	0030	2	02/08/98	02/09/98
GARDNER PATRICK T	0020	0030	2	02/14/98	02/15/98
GUTIERREZ RICHARD	0020	0030	2	02/11/98	02/12/98
HANSEN JERRY E	0020	0030	4	02/15/98	02/19/98
HANSEN JERRY E	0020	0030	3	02/07/98	02/10/98
HARRINGTON JAMES P	0020	0030	2	02/07/98	02/08/98
JONES WINONA M	0020	0030	2	02/08/98	02/09/98
KELLY THOMAS J	0020	0030	2	02/15/98	02/16/98
KING ALEXANDER M	0020	0030	2	02/08/98	02/09/98
LEONARD ALLAN J	0020	0030	2	02/18/98	02/19/98
LEONARD ALLAN J	0020	0030	2	02/15/98	02/16/98
LEONARD ALLAN J	0020	0030	2	02/12/98	02/13/98
LIGGINS EDWARD JR	0020	0030	2	02/19/98	02/20/98
MCHUGH JAMES E	0020	0030	1	02/20/98	02/20/98
MCHUGH JAMES E	0020	0030	2	02/17/98	02/18/98
MURRAY THOMAS E	0020	0030	1	02/19/98	02/19/98
MURRAY THOMAS E	0020	0030	2	02/12/98	02/13/98
OCONNOR JAMES J	0020	0030	2	02/15/98	02/16/98
PLESCIA MATTHEW V	0020	0030	2	02/14/98	02/15/98
SMITH STEPHEN C	0020	0030	2	02/12/98	02/13/98
SMITH STEPHEN C	0020	0030	2	02/15/98	02/16/98
SOULE ANTHONY P	0020	0030	2	02/18/98	02/19/98
SOULE ANTHONY P	0020	0030	2	02/15/98	02/16/98
SOULE ANTHONY P	0020	0030	2	02/12/98	02/13/98
BARTELS WILLIAM	0020	0028	9	02/09/98	02/20/98
BOUYEA ROGER	0020	0028	7	02/09/98	02/20/98
CASTELLANOS RUDOLPH	0020	0028	10	02/09/98	02/20/98
HIGGINS JOSEPH	0020	0028	8	02/10/98	02/20/98
JONES GREGORY D	0020	0028	9	02/09/98	02/20/98
KAWAGUCHI TODD	0020	0028	5	02/13/98	02/20/98
LABRADO RUDOLPH	0020	0028	5	02/16/98	02/20/98
MARTIN DON	0020	0028	7	02/10/98	02/20/98
MORINO FRANK	0020	0028	10	02/09/98	02/20/98
WILSON JOSEPH	0020	0028	10	02/09/98	02/20/98
CAMPBELL EDWARD	0010	0020	9	02/09/98	02/20/98
CHAN WING CHUNG	0010	0020	2	02/14/98	02/15/98

3. CONSENT CALENDAR

H) Temporary Appointments (Continued)

CHAN WING CHUNG	0010	0020	2	02/08/98	02/09/98
GRIFFEY NIKKI P	0010	0020	1	02/20/98	02/20/98
GRIFFEY NIKKI P	0010	0020	2	02/17/98	02/18/98
MORRISON JOSEPH	0010	0020	2	02/14/98	02/15/98
OWYANG GREGORY	0010	0020	4	02/09/98	02/12/98
OWYANG GREGORY	0010	0020	3	02/17/98	02/19/98
ABBOTT THOMAS FRANCIS	0002	0020	4	02/16/98	02/20/98
ABBOTT THOMAS FRANCIS	0002	0020	4	02/10/98	02/14/98
BALMY ALEC MICHAEL	0002	0020	1	02/08/98	02/09/98
BALMY ALEC MICHAEL	0002	0020	2	02/20/98	02/20/98
BECKERLEY JOHN G	0002	0020	2	02/14/98	02/15/98
BECKERLEY JOHN G	0002	0020	2	02/11/98	02/12/98
BECKERLEY JOHN G	0002	0020	2	02/08/98	02/09/98
BUDDINGTON PATRICK	0002	0020	1	02/20/98	02/20/98
BUSALACCHI RICHARD	0002	0020	2	02/18/98	02/19/98
BUSALACCHI RICHARD	0002	0020	2	02/15/98	02/16/98
BUSALACCHI RICHARD	0002	0020	2	02/12/98	02/13/98
CALLEN TIMOTHY J	0002	0020	2	02/19/98	02/20/98
CALLEN TIMOTHY J	0002	0020	2	02/16/98	02/17/98
CALLEN TIMOTHY J	0002	0020	2	02/10/98	02/11/98
CALLEN TIMOTHY J	0002	0020	2	02/07/98	02/08/98
CALZOLAI FRANCO S	0002	0020	6	02/08/98	02/15/98
CAULFIELD GARET J	0002	0020	2	02/17/98	02/18/98
CAULFIELD GARET J	0002	0020	2	02/14/98	02/15/98
CAULFIELD GARET J	0002	0020	2	02/11/98	02/12/98
CHARLETON MICHAEL B	0002	0020	1	02/20/98	02/20/98
CHARLETON MICHAEL B	0002	0020	2	02/15/98	02/16/98
CHARLETON MICHAEL B	0002	0020	2	02/12/98	02/13/98
CHARLETON MICHAEL B	0002	0020	2	02/09/98	02/10/98
CHU EDWARD Y	0002	0020	2	02/08/98	02/09/98
CHU EDWARD Y	0002	0020	2	02/16/98	02/17/98
CLARK WILLIAM	0002	0020	6	02/13/98	02/20/98
CLARK WILLIAM	0002	0020	2	02/07/98	02/08/98
DAWLEY DAVID	0002	0020	1	02/07/98	02/07/98
DELANE MICHAEL W	0002	0020	2	02/18/98	02/19/98
DILUZIO JOHN A	0002	0020	2	02/18/98	02/19/98
DILUZIO JOHN A	0002	0020	2	02/15/98	02/16/98
ENGLER GERALD	0002	0020	7	02/08/98	02/20/98
FALLS GARY J	0002	0020	2	02/18/98	02/19/98
GISSLER JACK A	0002	0020	2	02/18/98	02/19/98
GISSLER JACK A	0002	0020	2	02/12/98	02/13/98
GISSLER JACK A	0002	0020	2	02/09/98	02/10/98
GOGGIN DONALD JAMES	0002	0020	1	02/20/98	02/20/98
GUAJARDO RUDY	0002	0020	2	02/15/98	02/16/98
HANLEY JOHN F	0002	0020	8	02/08/98	02/18/98
HICKEY JOHN ANDREW	0002	0020	2	02/18/98	02/19/98
HICKEY JOHN ANDREW	0002	0020	2	02/11/98	02/12/98
HICKEY JOHN ANDREW	0002	0020	2	02/08/98	02/09/98

3. CONSENT CALENDAR

H) Temporary Appointments (Continued)

HUNTER DARRYL	0002	0020	2	02/19/98	02/20/98
HUPKE KENNETH W	0002	0020	2	02/08/98	02/09/98
JONES KENNETH R	0002	0020	2	02/18/98	02/19/98
JONES KENNETH R	0002	0020	2	02/12/98	02/13/98
JONES KENNETH R	0002	0020	2	02/09/98	02/10/98
KNIGHT ROHAN	0002	0020	2	02/19/98	02/20/98
KNIGHT ROHAN	0002	0020	2	02/10/98	02/11/98
LAU KERBY	0002	0020	2	02/19/98	02/20/98
LOMBARDI KENNETH A	0002	0020	2	02/18/98	02/19/98
LOMBARDI KENNETH A	0002	0020	2	02/11/98	02/12/98
MAGNUSEN LONNIE H	0002	0020	2	02/19/98	02/20/98
MAGNUSEN LONNIE H	0002	0020	2	02/13/98	02/14/98
MARKEL ALEXANDER	0002	0020	6	02/09/98	02/18/98
MCHUGH PAUL M	0002	0020	2	02/15/98	02/16/98
MCHUGH PAUL M	0002	0020	2	02/12/98	02/13/98
MCHUGH PAUL M	0002	0020	2	02/09/98	02/10/98
MOY EDWARD BENJAMIN	0002	0020	2	02/15/98	02/16/98
MOY EDWARD BENJAMIN	0002	0020	4	02/09/98	02/13/98
MOY EDWARD BENJAMIN	0002	0020	1	02/07/98	02/07/98
MULHAIR LESLIE K	0002	0020	1	02/20/98	02/20/98
MULHAIR LESLIE K	0002	0020	2	02/08/98	02/09/98
OSULLIVAN KEVIN EDWARD	0002	0020	4	02/12/98	02/16/98
PARENT JOHN C	0002	0020	1	02/20/98	02/20/98
PARENT JOHN C	0002	0020	2	02/14/98	02/15/98
PATT MICHAEL DONALD	0002	0020	2	02/17/98	02/18/98
PATT MICHAEL DONALD	0002	0020	2	02/14/98	02/15/98
PATT MICHAEL DONALD	0002	0020	4	02/08/98	02/12/98
PEREZ VINCENT ACEVES	0002	0020	1	02/20/98	02/20/98
PEREZ VINCENT ACEVES	0002	0020	2	02/17/98	02/18/98
PEREZ VINCENT ACEVES	0002	0020	4	02/11/98	02/15/98
POSTEL ROBERT FREDERICK	0002	0020	2	02/15/98	02/16/98
POSTEL ROBERT FREDERICK	0002	0020	2	02/12/98	02/13/98
PRUYN RONALD C	0002	0020	2	02/19/98	02/20/98
PRUYN RONALD C	0002	0020	2	02/16/98	02/17/98
PRUYN RONALD C	0002	0020	2	02/13/98	02/14/98
PRUYN RONALD C	0002	0020	2	02/07/98	02/08/98
PUMPHREY ZACHARY WILLIAMS	0002	0020	2	02/19/98	02/20/98
PUMPHREY ZACHARY WILLIAMS	0002	0020	2	02/10/98	02/11/98
RABBITT BRIAN P	0002	0020	1	02/20/98	02/20/98
RABBITT BRIAN P	0002	0020	4	02/08/98	02/12/98
SERPA ANTHONY J	0002	0020	2	02/15/98	02/16/98
SEYLER JEANNE MARIE	0002	0020	2	02/15/98	02/16/98
DELANE MICHAEL W	0002	0020	2	02/18/98	02/19/98
SHEA KEVIN	0002	0020	1	02/07/98	02/07/98
SLATTERY RICHARD F	0002	0020	2	02/17/98	02/18/98
SLATTERY RICHARD F	0002	0020	2	02/14/98	02/15/98
SLATTERY RICHARD F	0002	0020	2	02/08/98	02/09/98
STEVENS PHILIP T	0002	0020	2	02/11/98	02/12/98

3. CONSENT CALENDAR

H) Temporary Appointments (Continued)

SULLIVAN DANIEL A	0002	0020	2	02/18/98	02/19/98
SULLIVAN DANIEL A	0002	0020	2	02/12/98	02/13/98
SULLIVAN DANIEL A	0002	0020	3	02/07/98	02/10/98
SULLIVAN DENNIS WILLIAM	0002	0020	2	02/10/98	02/11/98
TUIASOSOPO JOHN MISIATA	0002	0020	2	02/17/98	02/18/98
TUIASOSOPO JOHN MISIATA	0002	0020	2	02/14/98	02/15/98
VEAL RICHARD L	0002	0020	1	02/19/98	02/19/98
VELO JOSE L	0002	0020	4	02/15/98	02/19/98
VELO JOSE L	0002	0020	2	02/12/98	02/13/98
DELANE MICHAEL W	0002	0020	2	02/18/98	02/19/98
WEST ANTHONY	0002	0020	2	02/19/98	02/20/98
WETTELAND PATRICK	0002	0020	2	02/10/98	02/11/98
WHITE TERENCE GERARD	0002	0020	2	02/10/98	02/11/98
WIESSLER STEVEN	0002	0020	2	02/16/98	02/17/98
WIESSLER STEVEN	0002	0020	2	02/13/98	02/14/98
WIESSLER STEVEN	0002	0020	2	02/10/98	02/11/98
WIESSLER STEVEN	0002	0020	2	02/07/98	02/08/98
WINSLOW ROBERT EDWARD	0002	0020	1	02/20/98	02/20/98
WINSLOW ROBERT EDWARD	0002	0020	2	02/17/98	02/18/98
WINSLOW ROBERT EDWARD	0002	0020	2	02/14/98	02/15/98
WINSLOW ROBERT EDWARD	0002	0020	2	02/08/98	02/09/98
WONG MIKE JAMES	0002	0020	1	02/20/98	02/20/98
WONG MIKE JAMES	0002	0020	2	02/14/98	02/15/98
WONG MIKE JAMES	0002	0020	2	02/08/98	02/09/98
WONG SUEON F	0002	0020	2	02/17/98	02/18/98
WONG SUEON F	0002	0020	2	02/08/98	02/09/98
WYRSCH GREGORY LANCE	0002	0020	6	02/13/98	02/20/98
WYRSCH VICTOR HERMAN	0002	0020	2	02/18/98	02/19/98
WYRSCH VICTOR HERMAN	0002	0020	2	02/09/98	02/10/98
ZOUZOUNIS DENNIS J	0002	0020	2	02/15/98	02/16/98
ZOUZOUNIS DENNIS J	0002	0020	2	02/12/98	02/13/98
ZOUZOUNIS DENNIS J	0002	0020	2	02/09/98	02/10/98
ALEXANDER ALEXANDRA C	0002	0010	2	02/18/98	02/19/98
ALEXANDER ALEXANDRA C	0002	0010	2	02/12/98	02/13/98
ALEXANDER ALEXANDRA C	0002	0010	1	02/07/98	02/07/98
AUSTIN KATHY A	0002	0010	2	02/18/98	02/19/98
AUSTIN KATHY A	0002	0010	2	02/16/98	02/17/98
AUSTIN KATHY A	0002	0010	2	02/13/98	02/14/98
AUSTIN KATHY A	0002	0010	2	02/07/98	02/08/98
BIAGINI DANIEL J	0002	0010	4	02/13/98	02/17/98
BIAGINI DANIEL J	0002	0010	2	02/10/98	02/11/98
CANEDO BENJAMIN ALEXANDER	0002	0010	1	02/20/98	02/20/98
CARDINALE KATHRYN M C	0002	0010	2	02/17/98	02/18/98
CUFFE FRANK CONWAY	0002	0010	1	02/20/98	02/20/98
CUFFE FRANK CONWAY	0002	0010	2	02/14/98	02/15/98
CUFFE FRANK CONWAY	0002	0010	6	02/08/98	02/12/98
FARRUGIA CHARLES G	0002	0010	2	02/09/98	02/10/98
GHILARDI EDWARD J JR	0002	0010	4	02/14/98	02/19/98

3. CONSENT CALENDAR

H) Temporary Appointments (Continued)

GORDON DAVID	0002	0010	4	02/14/98	02/18/98
GORDON DAVID	0002	0010	2	02/10/98	02/11/98
GORDON DAVID	0002	0010	2	02/08/98	02/09/98
GORDON DAVID	0002	0010	2	02/07/98	02/08/98
GREENE ALISON KIM	0002	0010	2	02/13/98	02/14/98
HALL JAMES NMI	0002	0010	1	02/20/98	02/20/98
HALL JAMES NMI	0002	0010	2	02/17/98	02/18/98
HALL JAMES NMI	0002	0010	2	02/14/98	02/15/98
HALL JAMES NMI	0002	0010	2	02/11/98	02/12/98
HALL JAMES NMI	0002	0010	2	02/08/98	02/09/98
HANSEN GREG W	0002	0010	1	02/20/98	02/20/98
HARRIS LEONARDO	0002	0010	2	02/18/98	02/19/98
HARRIS LEONARDO	0002	0010	6	02/10/98	02/17/98
HIGGINS PATRICK BERNARD	0002	0010	2	02/15/98	02/16/98
HIGGINS PATRICK BERNARD	0002	0010	1	02/07/98	02/07/98
JAMES ROBERT	0002	0010	6	02/08/98	02/15/98
JAMES ROBERT	0002	0010	2	02/19/98	02/20/98
JOHNSON DAVID	0002	0010	8	02/09/98	02/19/98
KARAWANNY GEORGE NMN	0002	0010	8	02/08/98	02/18/98
KERR KAREN E	0002	0010	1	02/18/98	02/18/98
KOLTZOFF NICHOLAS	0002	0010	2	02/16/98	02/17/98
LEE PHILIP	0002	0010	1	02/20/98	02/20/98
LERMA MELISSA MARIE	0002	0010	2	02/16/98	02/17/98
LERMA MELISSA MARIE	0002	0010	2	02/10/98	02/11/98
LERMA MELISSA MARIE	0002	0010	2	02/07/98	02/08/98
MARTIN KEVIN WAYNE	0002	0010	1	02/08/98	02/08/98
MCELHENNEY KATHLEEN CECEIL	0002	0010	1	02/07/98	02/07/98
MCGUIRE THOMAS ANTHONY	0002	0010	2	02/14/98	02/15/98
MULHAIR LESLIE K	0002	0010	2	02/17/98	02/18/98
MULHAIR LESLIE K	0002	0010	2	02/11/98	02/12/98
PAMPANIN VINCENT	0002	0010	2	02/13/98	02/14/98
PAUL ALLAN	0002	0010	4	02/15/98	02/19/98
PEOPLES DONALD WAYNE	0002	0010	1	02/07/98	02/07/98
RIVERA DUANE JOHN KALANI	0002	0010	1	02/20/98	02/20/98
ROBINSON RONALD	0002	0010	5	02/12/98	02/20/98
SAXTON SALLY JAYNE	0002	0010	2	02/09/98	02/10/98
TALMADGE MELINDA ANNETTE	0002	0010	2	02/11/98	02/12/98
URQUIAGA PAUL	0002	0010	6	02/13/98	02/20/98
VERANT ROGER	0002	0010	6	02/09/98	02/18/98
VELO JOSE L	0002	0010	1	02/07/98	02/07/98
VIGIL ROBERT JOSEPH	0002	0010	2	02/13/98	02/14/98
WON JOHN K	0002	0010	5	02/11/98	02/20/98
WONG JEFFREY NMN	0002	0010	2	02/15/98	02/16/98
WONG JEFFREY NMN	0002	0010	2	02/08/98	02/09/98
WOO ARNOLD	0002	0010	7	02/08/98	02/20/98
WU ALLEN SUNNY	0002	0010	2	02/13/98	02/14/98
ZLATUNICH ROBERT PAUL	0002	0010	2	02/09/98	02/10/98

3. CONSENT CALENDAR

H) Temporary Appointments (Continued)

SILVESTRI ALFRED J	0024	0032	8	02/09/98	02/19/98
ALBOFF GEORGE S	0006	0024	8	02/09/98	02/20/98
CARDER MARY	0002	0006	9	02/08/98	02/20/98
MCGUINN MARTY	0002	0006	8	02/07/98	02/20/98
SCANNELL JOSEPH	0002	0006	7	02/07/98	02/19/98
THOMAS JENNIFER	0010	0006	9	02/08/98	02/20/98
VEGA PAUL	0010	0006	9	02/07/98	02/20/98
CEREGHINO KENNETH	0022	0032	7	02/10/98	02/20/98
BRAIDA MICHAEL	0004	0022	8	02/10/98	02/20/98
CORDES THOMAS	0004	0022	2	02/09/98	02/10/98
SCHEMBRI PETER	0006	0022	4	02/16/98	02/20/98
JUAREZ FERNANDO	0002	0018	9	02/09/98	02/20/98

DISABILITY PAY

CERCOS JOHN	0030	0040	14	02/07/98	02/20/98
MOLINARI ROBERT	0020	0030	11	02/10/98	02/20/98
WAGNER BRUCE	0020	0030	14	02/07/98	02/20/98
DEMARTINI GEORGE	0020	0028	14	02/07/98	02/20/98
BARNEY RONALD	0002	0020	14	02/07/98	02/20/98
BERTOLLO WALTER	0002	0020	14	02/07/98	02/20/98
DUNN GERALD	0002	0020	14	02/07/98	02/20/98
KOENIG WILLIAM	0002	0020	14	02/07/98	02/20/98
NEIL JAMES	0002	0020	14	02/07/98	02/20/98

4. REGULAR CALENDAR - UNFINISHED BUSINESS

- A) Suspension Appeal Hearing (Cont'd from Meetings of 02-27-97, 03-27-97, 07-10-97, 09-11-97, 09-22-97, 10-20-97, 11-25-97, 12-16-97, 01-08-98, 01-22-98 & 02-19-98)

In accord with Section 4001.4. of the Rules and Regulations, reporting that Battalion Chief Federico Sanchez, Battalion 6, has appealed his ten calendar days of suspension for the period February 18 through 27, 1997. He was suspended for violations of the Rules and Regulations as follows:

- *Section 2801 - Officer - Unfamiliarity with policies
- *Section 2802 - Officer - Responsible for enforcement of Rules & Regulations
- *Section 2808 - Officer - Shall interest themselves in welfare of subordinates
- Section 3935 - False Reports and False Testimony
- Section 3956 - Acts Detrimental to Welfare of Department (Renumbered as 3922)
- *Section 4009 - Obstructing an investigation
- *G.O. 95 A-64 - Reporting procedure for reporting possible EEO violation

*Dismissed

(Note: The Fire Commission will continue its deliberations in closed session)

The Fire Commission held no deliberations concerning this matter.

4. REGULAR CALENDAR - UNFINISHED BUSINESS

RECESS: 6:15-7:00 p.m.

B) Formal Hearing (Cont'd from Meetings of 11-25-97 & 12-16-97)

Formal Hearing concerning formal complaint filed by Robert L. Demmons, Chief of Department, on November 5, 1997, against Firefighter Renald Bacigalupi, charging him with violation of Section 3922 of the Rules and Regulations (Acts Detrimental to Welfare of Department).

7:00-7:12 p.m.

Appearances:

Martin Gran, Deputy City Attorney, represented the Chief of Department.
Stuart Blumstein, Esq., represented Firefighter Renald Bacigalupi, who was present.

Motion:

Mr. Blumstein requested a closed hearing, which was granted by President Fernandez-Pifer.

Negotiated Settlement:

Mr. Gran summarized the facts of the case as well as the major points of the negotiated settlement. Mr. Blumstein responded to some of Mr. Gran's comments concerning the facts. The negotiated settlement is summarized below:

Termination by the Fire Commission held in abeyance for three years on the following conditions:

Firefighter Bacigalupi shall be suspended for 60 days -
March 16, 1998 through May 14, 1998.

Firefighter Bacigalupi pled guilty to violating Section 3922 of the Rules and Regulations (Acts Detrimental to Welfare of Department).

By a roll call vote of 4-0, the Fire Commission accepted the terms of the negotiated settlement.

Note: Above represents a summary of events.
The court reporter will make a transcript from the taped recording.

5. REGULAR CALENDAR – NEW BUSINESS

A) Letters of Commendation

Submitted three letters commending members of the Department for response to requests for assistance or emergencies, or training.

President Fernandez-Pifer directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

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February 26, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Re: Paramedic #549 John Wilkosz
Paramedic #527 Robert Weaver

Dear Chief Demmons:

Just a quick note to say thanks for taking care of my Mom when she lost her purse, and you picked her up at the Castro Street station. She panicked and her blood pressure was up. She told me you were all very kind and nice to her, and even mentioned how nice her hair cut was.

I just wanted to tell you I greatly appreciate your kindness.

Sincerely,

/s/ MERCEDES MORALES
2550 – 39th Avenue
San Francisco, CA 94116

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5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Richmond Senior Central
6221 Geary Boulevard
San Francisco, California 94121

February 26, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

I would like to thank you on behalf of the Richmond Senior Central, Richmond Senior Center, Family Service Agency Geriatric Services West, the Foster Grandparents and Senior Companion Programs, and the Family Service Agency Ombudsmen Office for the very informative presentation done by Firefighter Fernando Juarez at the Richmond Senior Center on February 24, 1998. It was very well done by Firefighter Juarez. Everyone was impressed with him and felt that it was time well spent. I, for one, learned much about fire safety and preparedness, and feel more secure in being able to deal with an emergency if faced with one.

Firefighter Juarez is to be congratulated on how well he handled some of the developmentally disabled seniors at the Senior Center. He was patient with their questions while keeping to the subject and not losing the interest of his audience.

Thank you once again from all of us for a job well done.

Sincerely,

/s/ JOHN YENGICH
Service Coordinator

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5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

February 19, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

I have just completed the six-week Neighborhood Emergency Response Team training conducted by the San Francisco Fire Department. It was great! The firefighters put a lot of effort into making sure that we NERTs received information that will help us help ourselves, help us help our neighbors, and help us do the most good for the people in a disaster in San Francisco.

As a resident and taxpayer of the City and County of San Francisco, I can tell you that this training is the best service I have ever received from a City department. I am sure you have more detailed training because of your positions; however, I encourage you to go to this training, and to get your neighbors to go to this training, to help you (and your neighbors) become even more prepared for a disaster.

Please do tell those responsible that they are doing a great job, and please do continue to support this program.

Sincerely,

/s/ MICHAEL SCHARFENSTEIN
59 Montezuma Street
San Francisco, CA 94110

* * * * *

5. REGULAR CALENDAR – NEW BUSINESS

B) Monthly Report – Acting Chief of Department

Submitted monthly report from Acting Chief of Department on status of the Department Personnel, Apparatus and Equipment for February, 1998.

- a. There are 35 unfilled positions in the uniformed forces.
- b. The daily average of uniformed personnel on authorized leave was as follows:

	<u>January</u>	<u>February</u>
Vacation : Annual	16.13	13.93
IDV	5.65	6.07
Compensatory Time	3.68	4.00
Sick Leave	17.68	14.75
Disability	14.42	13.96
Military Leave	.55	.36
Light Duty	6.19	6.19
Other (LD/CTR)	<u>3.87</u>	<u>3.87</u>
Total	67.45	62.54

- c. The following Work on Days Off (Overtime) were awarded during the month of February:

0 – H50	Assistant Chiefs, for 24 hours
2 – H40	Battalion Chiefs, for 24 hours
11 – H30	Captains , for 24 hours
29 – H20	Lieutenants , for 24 hours
9 – H10	Chief's Aides , for 24 hours
120 – H2	Firefighters , for 24 hours
1 – H32	Captain, BFP, for 13 hours
1 – H22	Lieutenant, BFP, for 13 hours
2 – H4	Inspectors, BFP, for 13 hours
2 – H4	Inspectors, BFP, for 4 hours

- d. The apparatus portion of this report has been delayed.

Respectfully submitted,

/s/ RICHARD E. CONDON
Acting Chief of Department

Commissioner Nakajo moved and Commissioner Soulis seconded. There were no questions or discussion and the monthly report of Acting Chief of Department was adopted.

5. REGULAR CALENDAR – NEW BUSINESS

C) Public Comment

No comments were made by the public.

There being no further business to come before the Commission, the meeting was adjourned at 7:01 p.m.

Raymond G. Connors
Secretary



1. The purpose of this study is to determine the effect of the independent variable on the dependent variable.

2. The null hypothesis is that there is no significant difference between the two groups.

3. The alternative hypothesis is that there is a significant difference between the two groups.

4. The level of significance is set at 0.05.

5. The data were analyzed using a t-test for independent samples.

6. The results of the study indicate that there is a significant difference between the two groups.

7. The study was limited by the small sample size.

8. Further research is needed to confirm the findings of this study.

JOURNAL OF PROCEEDINGS

(MINUTES)

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FIRE COMMISSION

Regular Meeting - Thursday - March 26, 1998 - 6:00 p.m.
260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:

President Rosemarie Fernandez-Pifer
Vice President Hadley R. Roff
Commissioner Stephen A. Nakajo
Commissioner Russell S. Roeca
Commissioner Ted N. Soulis

Robert L. Demmons
Richard E. Condon
Harold E. Gamble

- Chief of Department
- Deputy Chief - Operations
- Deputy Chief - Administration

Chief Officers - Staff:

Bernie F. Lee
Paul J. Tabacco

- Management Services
- Training

Chief Officers - Firefighting Service:

David A. Haberlin
Gary L. Musante
Albert L. Thuesen
Ray Balzarini
Richard C. Shortall

- Division 1 (Acting)
- Division 2
- Division 3 (Acting)
- Division of Airports
- Emergency Medical Services (Acting)

2. Adoption of the minutes of the Regular Meeting of March 12, 1998.

Vice President Roff moved and Commissioner Nakajo seconded.
There were no questions or discussion and the minutes were adopted as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "G") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A) Retirements

Communications received from Retirement Board indicating the following members have retired:

		<u>Retirement Date</u>
Utikal, William T.	H20 Lieutenant	Feb. 21, 1998
Win, Catherine S.	1220 Payroll Clerk	Jan. 24, 1998
(Note: Retirement Certificates will be presented at Fire Commission meeting of April 23, 1998)		

B) Monthly Report – Div. of FP&I

Submitting monthly report from Division of Fire Prevention and Investigation concerning activities performed during February, 1998.

C) Monthly Report – Management Services

Submitting monthly report from Management Services, concerning activities performed during February, 1998.

D) Leave of Absence

Submitting request for leave of absence with pay for Firefighter Robert Postel, Bureau of Equipment, for six days, April 5 through April 10, 1998, in order to attend the 1998 California Fire Mechanics Academy in Butte College, Chico, California. The cost for travel and accommodation is paid by Firefighter Postel.

3. CONSENT CALENDAR

E) Accidents

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

	<u>Accident No.</u>	<u>Date</u>	<u>Serial No.</u>	<u>Category</u>	<u>Recommendation</u>
Battalion 5 Off: B/C Federico Sanchez; Drv: C/A Alfred Joe	97-8-165	02-17-98	914	C	File
Cause: Batt 5, while proceeding to an incident with red lights and siren, crossed the intersection against a red light and was struck by a civilian vehicle which failed to heed Batt 5's siren					
Truck 15 Off: Lt. Richard Jonasson; Drv: FF Robert Cuff; Tlr: FF Melvin Pitre	97-8-166	02-19-98	612	C	File
Cause: Misjudged clearance - Trk 15 was making a right turn and the tillerperson steered to avoid an illegally parked car and in doing so, scraped the car in the adjacent lane					
Engine 18 Off: T/Lt. Paul Urquiaga; Drv: FF Raymond Foley	97-8-167	02-25-98	595	A	File
Cause: Backing up - Eng 18, while backing into a parking space, struck a mailbox; guides were posted, but did not warn driver in time					
Hosetender 25 Off: Lt. Anthony Russo; Drv: FF Daniel Yonts	97-8-168	02-28-98	551	B	File
Cause: Hosetender 25 was backing into quarters when its compartment door opened spontaneously causing it to strike the door separator					
Service Squad 1 Drv: FF Frank Flores	97-8-169	03-02-98	890	B	File
Cause: Svc Sq 1 was crossing California Street when a civilian vehicle backing out into the street, struck Svc Sq 1					

3. CONSENT CALENDAR

E) Accidents (Continued)

A.W.S.S.	97-8-170	03-02-98	955	B	Bill
Drv: Utility Plumber Dennis Murphy					

Cause: AWSS vehicle was sideswiped by a pickup truck causing
AWSS vehicle to strike a parked car; pickup truck
fled the scene

Note:

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

F) Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries, February 21 through March 6, 1998.

G) Temporary Appointments

Reporting having made 253 temporary appointments February 21 through March 6, 1998.

Commissioner Roeca moved and Vice President Roff seconded. "G" There were no questions or discussion and Items "A" through "G" on the Consent Calendar were adopted or ordered filed as appropriate.

3. CONSENT CALENDAR

G) Temporary Appointments (Continued)

Report having made 253 temporary appointments during Payroll Period
February 21 through March 6, 1998.

NAME	Present RANK	Higher RANK	NO.OF DAYS WORKED	DATES
ASARO JOSEPH	0040	0050	10	02/23/98 03/06/98
BOUDOURES ROBERT G	0040	0050	2	02/23/98 02/24/98
BRACCO RICHARD D	0040	0050	2	03/04/98 03/05/98
BRACCO RICHARD D	0040	0050	4	02/26/98 03/02/98
FERRY JAMES C	0040	0050	1	03/06/98 03/06/98
FERRY JAMES C	0040	0050	2	02/28/98 03/01/98
FERRY JAMES C	0040	0050	2	02/22/98 02/23/98
FRISELLA DAVID A	0040	0050	3	03/03/98 03/06/98
FRISELLA DAVID A	0040	0050	4	02/22/98 02/26/98
HABERLIN DAVID A	0040	0050	6	02/27/98 03/06/98
HABERLIN DAVID A	0040	0050	2	02/21/98 02/22/98
JONES PAUL D	0040	0050	1	02/21/98 02/21/98
MORAN MICHAEL R	0040	0050	9	02/21/98 03/05/98
SANCHEZ FEDERICO J	0040	0050	2	02/24/98 02/25/98
SHANNON VICTOR	0040	0050	8	02/23/98 03/05/98
THUESEN ALBERT L	0040	0050	2	02/27/98 02/28/98
THUESEN ALBERT L	0040	0050	2	02/24/98 02/25/98
TRACEY JAMES M	0040	0050	2	03/03/98 03/04/98
BENNETT ROD L	0030	0040	1	02/21/98 02/21/98
BONNEL MICHAEL W	0030	0040	2	03/04/98 03/05/98
GOODIN DOUGLAS L	0030	0040	2	02/24/98 02/25/98
GOODIN DOUGLAS L	0030	0040	2	03/05/98 03/06/98
HAYES WHITE JOANNE	0030	0040	8	02/23/98 03/05/98
KEARNEY MICHAEL S	0030	0040	2	02/28/98 03/01/98
KEARNEY MICHAEL S	0030	0040	2	02/25/98 02/26/98
KELBER PHILIP S	0030	0040	4	03/01/98 03/05/98
KELBER PHILIP S	0030	0040	2	02/26/98 02/27/98
KELBER PHILIP S	0030	0040	2	02/23/98 02/24/98
MASSETANI GARY	0030	0040	7	02/23/98 03/03/98
NOLAN MICHAEL	0030	0040	1	02/21/98 02/21/98
NOLAN VINCENT J	0030	0040	2	03/04/98 03/05/98
NOLAN VINCENT J	0030	0040	2	03/01/98 03/02/98
NOLAN VINCENT J	0030	0040	2	02/23/98 02/24/98
ODONNELL EDWARD JR	0030	0040	2	03/04/98 03/05/98
ODONNELL EDWARD JR	0030	0040	2	02/26/98 02/27/98
PAGAN VICTOR A	0030	0040	4	02/21/98 02/25/98
PEEFF JOHN T	0030	0040	2	02/28/98 03/01/98
RONAN JOHN E	0030	0040	2	03/01/98 03/02/98
RONAN JOHN E	0030	0040	2	02/26/98 02/27/98
ROYBAL PETER D	0030	0040	2	03/05/98 03/06/98
ROYBAL PETER D	0030	0040	2	02/24/98 02/25/98

3. CONSENT CALENDAR

G) Temporary Appointments (Continued)

SERAFINI WILLIAM F	0030	0040	2	03/04/98	03/05/98
SIRAGUSA THOMAS A	0030	0040	2	02/28/98	03/01/98
TOMASELLO RAYMOND	0030	0040	2	02/28/98	03/01/98
TOMASELLO RAYMOND	0030	0040	2	02/22/98	02/23/98
KOCHEVAR RICHARD	0030	0039	8	02/23/98	03/05/98
AHUMADA MICHAEL	0020	0030	10	02/21/98	03/06/98
ARTEMOFF GEORGE S	0020	0030	2	02/22/98	02/23/98
BARAONA EUGENE A	0020	0030	2	03/01/98	03/02/98
BARAONA EUGENE A	0020	0030	2	02/26/98	02/27/98
BARAONA EUGENE A	0020	0030	2	02/23/98	02/24/98
BONNIE WM SCOTLAND	0020	0030	2	02/28/98	03/01/98
BONNIE WM SCOTLAND	0020	0030	2	02/25/98	02/26/98
CARROLL DAVID A	0020	0030	2	03/04/98	03/05/98
COBO MATIAS	0020	0030	1	02/21/98	02/21/98
CUNNIE MICHAEL J	0020	0030	2	03/01/98	03/02/98
CUNNIE MICHAEL J	0020	0030	2	02/26/98	02/27/98
CUNNIE MICHAEL J	0020	0030	1	02/21/98	02/21/98
DRAKE GEORGE	0020	0030	2	03/02/98	03/03/98
ERLER RUDOLPH L	0020	0030	2	03/04/98	03/05/98
FLAHERTY STEPHEN A	0020	0030	8	02/23/98	03/05/98
FREDIANI DONALD L	0020	0030	1	03/06/98	03/06/98
FREDIANI DONALD L	0020	0030	2	02/25/98	02/26/98
FREDIANI DONALD L	0020	0030	2	02/22/98	02/23/98
GALLEGOS THOMAS M	0020	0030	2	03/04/98	03/05/98
GALLEGOS THOMAS M	0020	0030	2	02/26/98	02/27/98
GARCIA GEORGE H JR	0020	0030	1	03/06/98	03/06/98
GARCIA GEORGE H JR	0020	0030	2	02/28/98	03/01/98
GARDNER PATRICK T	0020	0030	2	03/01/98	03/02/98
GARRY KEVIN J	0020	0030	2	02/28/98	03/01/98
GUTIERREZ RICHARD	0020	0030	2	03/04/98	03/05/98
GUTIERREZ RICHARD	0020	0030	2	03/01/98	03/02/98
GUTIERREZ RICHARD	0020	0030	2	02/26/98	02/27/98
HANSEN JERRY E	0020	0030	2	03/02/98	03/03/98
HANSEN JERRY E	0020	0030	2	02/27/98	02/28/98
HANSEN JERRY E	0020	0030	4	02/21/98	02/25/98
HARRINGTON JAMES P	0020	0030	3	03/03/98	03/06/98
HARRINGTON JAMES P	0020	0030	2	02/28/98	03/01/98
KELLY THOMAS J	0020	0030	2	02/24/98	02/25/98
KIM ROBERT K	0020	0030	4	02/22/98	02/26/98
KING ALEXANDER M	0020	0030	2	02/26/98	02/27/98
LAUER RICHARD L	0020	0030	2	02/25/98	02/26/98
LAUER RICHARD L	0020	0030	2	02/22/98	02/23/98
LEE JAMES J	0020	0030	2	02/24/98	02/25/98
LEONARD ALLAN J	0020	0030	2	03/05/98	03/06/98
LEONARD ALLAN J	0020	0030	2	02/24/98	02/25/98
LIGGINS EDWARD JR	0020	0030	4	02/22/98	02/26/98
MCHUGH JAMES E	0020	0030	3	02/21/98	02/24/98

3. CONSENT CALENDAR

G) Temporary Appointments (Continued)

MCKEON JOSEPH B	0020	0030	2	02/26/98	02/27/98
MILLARD TERRY	0020	0030	2	03/04/98	03/05/98
MONTAGUE GARY M	0020	0030	2	03/04/98	03/05/98
MONTAGUE GARY M	0020	0030	2	02/26/98	02/27/98
MURRAY THOMAS E	0020	0030	2	03/02/98	03/03/98
NORTON WILLIAM	0020	0030	2	02/22/98	02/23/98
OUTLEY JAMES A	0020	0030	2	02/24/98	02/25/98
PLESCIA MATTHEW V	0020	0030	2	03/04/98	03/05/98
PLESCIA MATTHEW V	0020	0030	2	02/26/98	02/27/98
RIPOLL GEORGE J	0020	0030	2	02/28/98	03/01/98
SOULE ANTHONY P	0020	0030	4	03/02/98	03/06/98
SOULE ANTHONY P	0020	0030	2	02/21/98	02/22/98
BARTELS WILLIAM	0020	0028	10	02/23/98	03/06/98
BOUYEA ROGER	0020	0028	9	02/23/98	03/06/98
CASTELLANOS RUDOLPH	0020	0028	9	02/23/98	03/06/98
HIGGINS JOSEPH	0020	0028	8	02/24/98	03/06/98
JONES GREGORY D	0020	0028	9	02/23/98	03/06/98
KAWAGUCHI TODD	0020	0028	8	02/24/98	03/06/98
LABRADO RUDOLPH	0020	0028	10	02/23/98	03/06/98
MARTIN DON	0020	0028	8	02/24/98	03/06/98
MORINO FRANK	0020	0028	10	02/23/98	03/06/98
WILSON JOSEPH	0020	0028	8	02/23/98	03/04/98
CAMPBELL EDWARD	0010	0020	10	02/23/98	03/06/98
CHAN WING CHUNG	0010	0020	2	03/04/98	03/05/98
CHAN WING CHUNG	0010	0020	2	02/26/98	02/27/98
GRIFFEY NIKKI P	0010	0020	3	03/03/98	03/06/98
GRIFFEY NIKKI P	0010	0020	2	02/24/98	02/25/98
GRIFFEY NIKKI P	0010	0020	1	02/21/98	02/21/98
MORRISON JOSEPH	0010	0020	2	02/26/98	02/27/98
OWYANG GREGORY	0010	0020	8	02/23/98	03/05/98
STEINHOFF LESLIE C	0010	0020	2	03/04/98	03/05/98
STEINHOFF LESLIE C	0010	0020	2	03/01/98	03/02/98
STEINHOFF LESLIE C	0010	0020	2	02/23/98	02/24/98
BALMY ALEC MICHAEL	0002	0020	7	02/21/98	03/02/98
BECKERLEY JOHN G	0002	0020	2	03/04/98	03/05/98
BLACKBURN ROBERT G	0002	0020	2	02/28/98	03/01/98
BLACKBURN ROBERT G	0002	0020	2	02/25/98	02/26/98
BUDDINGTON PATRICK	0002	0020	1	02/21/98	02/21/98
BUSALACCHI RICHARD	0002	0020	2	03/05/98	03/06/98
BUSALACCHI RICHARD	0002	0020	2	02/27/98	02/28/98
BUSALACCHI RICHARD	0002	0020	2	02/24/98	02/25/98
BUSALACCHI RICHARD	0002	0020	2	02/21/98	02/22/98
CALLEN TIMOTHY J	0002	0020	2	02/25/98	02/26/98
CALLEN TIMOTHY J	0002	0020	2	02/22/98	02/23/98

3. CONSENT CALENDAR

G) Temporary Appointments (Continued)

CALZOLAI FRANCO S	0002	0020	2	03/01/98	03/02/98
CALZOLAI FRANCO S	0002	0020	2	02/23/98	02/24/98
CAULFIELD GARET J	0002	0020	2	03/04/98	03/05/98
CAULFIELD GARET J	0002	0020	2	02/26/98	02/27/98
CAULFIELD GARET J	0002	0020	2	02/23/98	02/24/98
CHARLETON MICHAEL B	0002	0020	2	03/04/98	03/05/98
CHARLETON MICHAEL B	0002	0020	2	03/01/98	03/02/98
CHARLETON MICHAEL B	0002	0020	2	02/26/98	02/27/98
CHARLETON MICHAEL B	0002	0020	1	02/21/98	02/21/98
CHRISTOBAL CLYDE M	0002	0020	2	02/24/98	02/25/98
CHU EDWARD Y	0002	0020	2	02/26/98	02/27/98
CLARK WILLIAM	0002	0020	1	03/06/98	03/06/98
CLARK WILLIAM	0002	0020	2	02/28/98	03/01/98
CLARK WILLIAM	0002	0020	4	02/22/98	02/26/98
COTTON RICHARD	0002	0020	2	02/22/98	02/23/98
DELANE MICHAEL W	0002	0020	2	03/05/98	03/06/98
DELANE MICHAEL W	0002	0020	2	03/02/98	03/03/98
DILUZIO JOHN A	0002	0020	2	03/02/98	03/03/98
DILUZIO JOHN A	0002	0020	2	02/24/98	02/25/98
ENGLER GERALD	0002	0020	7	02/21/98	03/05/98
FALLS GARY J	0002	0020	2	03/02/98	03/03/98
FALLS GARY J	0002	0020	2	02/24/98	02/25/98
GISSLER JACK A	0002	0020	2	03/05/98	03/06/98
GISSLER JACK A	0002	0020	2	03/02/98	03/03/98
GISSLER JACK A	0002	0020	2	02/27/98	02/28/98
GISSLER JACK A	0002	0020	2	02/24/98	02/25/98
GOGGIN DONALD JAMES	0002	0020	2	02/26/98	02/27/98
GOGGIN DONALD JAMES	0002	0020	1	02/21/98	02/21/98
GRIMESEY PATRICK E	0002	0020	2	02/26/98	02/27/98
GUAJARDO RUDY	0002	0020	2	03/05/98	03/06/98
HANLEY JOHN F	0002	0020	2	03/04/98	03/05/98
HANLEY JOHN F	0002	0020	2	03/01/98	03/02/98
HANLEY JOHN F	0002	0020	2	02/26/98	02/27/98
HANLEY JOHN F	0002	0020	2	02/23/98	02/24/98
HICKEY JOHN ANDREW	0002	0020	2	02/27/98	02/28/98
HICKEY JOHN ANDREW	0002	0020	2	02/21/98	02/22/98
HOGAN WILLIAM D	0002	0020	2	03/04/98	03/05/98
HUNTER DARRYL	0002	0020	2	03/03/98	03/04/98
HUNTER DARRYL	0002	0020	2	02/28/98	03/01/98
HUNTER DARRYL	0002	0020	2	02/25/98	02/26/98
HUNTER DARRYL	0002	0020	2	02/22/98	02/23/98
HURTADO VICTOR GABRIEL	0002	0020	2	03/03/98	03/04/98
HURTADO VICTOR GABRIEL	0002	0020	2	02/28/98	03/01/98
HURTADO VICTOR GABRIEL	0002	0020	2	02/25/98	02/26/98
KING JOSEPH L	0002	0020	2	02/28/98	03/01/98
KING JOSEPH L	0002	0020	2	02/25/98	02/26/98
KNIGHT ROHAN	0002	0020	3	03/03/98	03/06/98
KNIGHT ROHAN	0002	0020	2	02/25/98	02/26/98
KNIGHT ROHAN	0002	0020	2	02/22/98	02/23/98

3. CONSENT CALENDAR

G) Temporary Appointments (Continued)

LAU KERBY	0002	0020	2	02/28/98	03/01/98
MAGNUSEN LONNIE H	0002	0020	1	03/06/98	03/06/98
MAGNUSEN LONNIE H	0002	0020	6	02/22/98	03/01/98
MCHUGH PAUL M	0002	0020	2	03/05/98	03/06/98
MCHUGH PAUL M	0002	0020	2	03/02/98	03/03/98
MCHUGH PAUL M	0002	0020	2	02/24/98	02/25/98
MOY EDWARD BENJAMIN	0002	0020	2	03/05/98	03/06/98
MOY EDWARD BENJAMIN	0002	0020	2	03/02/98	03/03/98
MOY EDWARD BENJAMIN	0002	0020	2	02/27/98	02/28/98
MOY EDWARD BENJAMIN	0002	0020	2	02/21/98	02/22/98
MULHAIR LESLIE K	0002	0020	2	02/26/98	02/27/98
MULHAIR LESLIE K	0002	0020	2	02/23/98	02/24/98
MULHAIR LESLIE K	0002	0020	1	02/21/98	02/21/98
OLEARY MICHAEL E	0002	0020	2	02/28/98	03/01/98
OLEARY MICHAEL E	0002	0020	2	02/25/98	02/26/98
OSHEA JOHN P	0002	0020	2	03/04/98	03/05/98
OSULLIVAN KEVIN EDWARD	0002	0020	2	03/05/98	03/06/98
OSULLIVAN KEVIN EDWARD	0002	0020	2	02/21/98	02/22/98
PARENT JOHN C	0002	0020	1	02/21/98	02/21/98
PATT MICHAEL DONALD	0002	0020	2	03/04/98	03/05/98
PATT MICHAEL DONALD	0002	0020	4	02/23/98	03/02/98
PEREZ VINCENT ACEVES	0002	0020	2	02/26/98	02/27/98
PEREZ VINCENT ACEVES	0002	0020	2	02/23/98	02/24/98
PEREZ VINCENT ACEVES	0002	0020	1	02/21/98	02/21/98
POSTEL ROBERT FREDERICK	0002	0020	2	03/05/98	03/06/98
POSTEL ROBERT FREDERICK	0002	0020	2	03/02/98	03/03/98
POSTEL ROBERT FREDERICK	0002	0020	2	02/27/98	02/28/98
POSTEL ROBERT FREDERICK	0002	0020	2	02/24/98	02/25/98
PRUYN RONALD C	0002	0020	1	03/06/98	03/06/98
PRUYN RONALD C	0002	0020	2	02/28/98	03/01/98
PRUYN RONALD C	0002	0020	2	02/22/98	02/23/98
PUMPHREY ZACHARY WILLIAMS	0002	0020	5	02/28/98	03/06/98
PUMPHREY ZACHARY WILLIAMS	0002	0020	2	02/22/98	02/23/98
RABBITT BRIAN P	0002	0020	6	02/26/98	03/05/98
RABBITT BRIAN P	0002	0020	1	02/21/98	02/21/98
ROMERO SAMUEL NMI	0002	0020	2	02/24/98	02/25/98
SERPA ANTHONY J	0002	0020	2	03/05/98	03/06/98
SEYLER JEANNE MARIE	0002	0020	2	03/02/98	03/03/98
SEYLER JEANNE MARIE	0002	0020	2	02/27/98	02/28/98
SEYLER JEANNE MARIE	0002	0020	4	02/21/98	02/25/98
SHEA KEVIN	0002	0020	1	03/06/98	03/06/98
SLATTERY RICHARD F	0002	0020	2	03/01/98	03/02/98
SLATTERY RICHARD F	0002	0020	5	02/21/98	02/27/98
STEVENS PHILIP T	0002	0020	2	03/04/98	03/05/98
SULLIVAN DANIEL A	0002	0020	2	03/05/98	03/06/98
SULLIVAN DANIEL A	0002	0020	2	03/02/98	03/03/98
SULLIVAN DANIEL A	0002	0020	2	02/27/98	02/28/98
SULLIVAN DANIEL A	0002	0020	2	02/24/98	02/25/98

3. CONSENT CALENDAR

G) Temporary Appointments (Continued)

SULLIVAN DENNIS WILLIAM	0002	0020	3	03/03/98	03/06/98
SULLIVAN DENNIS WILLIAM	0002	0020	2	02/25/98	02/26/98
SULLIVAN DENNIS WILLIAM	0002	0020	2	02/22/98	02/23/98
TUIASOSOPO JOHN MISIATA	0002	0020	2	03/01/98	03/02/98
URQUIAGA PAUL THOMAS	0002	0020	2	02/28/98	03/01/98
URQUIAGA PAUL THOMAS	0002	0020	2	02/25/98	02/26/98
VELO JOSE L	0002	0020	2	02/27/98	02/28/98
VELO JOSE L	0002	0020	2	02/24/98	02/25/98
VELO JOSE L	0002	0020	2	02/21/98	02/22/98
WETTELAND PATRICK	0002	0020	2	02/28/98	03/01/98
WETTELAND PATRICK	0002	0020	2	02/25/98	02/26/98
WHITE TERENCE GERARD	0002	0020	3	03/03/98	03/06/98
WHITE TERENCE GERARD	0002	0020	4	02/25/98	03/01/98
WIESSLER STEVEN	0002	0020	3	03/03/98	03/06/98
WIESSLER STEVEN	0002	0020	2	02/28/98	03/01/98
WIESSLER STEVEN	0002	0020	2	02/25/98	02/26/98
WIESSLER STEVEN	0002	0020	2	02/22/98	02/23/98
WINSLOW ROBERT EDWARD	0002	0020	2	03/01/98	03/02/98
WINSLOW ROBERT EDWARD	0002	0020	2	02/26/98	02/27/98
WINSLOW ROBERT EDWARD	0002	0020	3	02/21/98	02/24/98
WONG MIKE JAMES	0002	0020	1	02/21/98	02/21/98
WONG SUEON F	0002	0020	2	03/01/98	03/02/98
WONG SUEON F	0002	0020	2	02/23/98	02/24/98
WYRSCH VICTOR HERMAN	0002	0020	4	02/21/98	02/25/98
ZOUZOUNIS DENNIS J	0002	0020	2	03/05/98	03/06/98
ZOUZOUNIS DENNIS J	0002	0020	2	03/02/98	03/03/98
ZOUZOUNIS DENNIS J	0002	0020	2	02/27/98	02/28/98
ZOUZOUNIS DENNIS J	0002	0020	2	02/24/98	02/25/98
ALEXANDER ALEXANDRA C	0002	0010	2	03/02/98	03/03/98
ALEXANDER ALEXANDRA C	0002	0010	2	02/27/98	02/28/98
AUSTIN KATHY A	0002	0010	2	02/21/98	02/22/98
BEERE MICHAEL P	0002	0010	2	02/23/98	02/24/98
BIAGINI DANIEL J	0002	0010	3	03/03/98	03/06/98
BIAGINI DANIEL J	0002	0010	2	02/25/98	02/26/98
BIAGINI DANIEL J	0002	0010	2	02/22/98	02/23/98
CANEDO BENJAMIN ALEXANDER	0002	0010	1	02/21/98	02/21/98
CARDINALE KATHRYN M C	0002	0010	2	03/04/98	03/05/98
CARLIN JAMES JOSEPH	0002	0010	2	02/26/98	02/27/98
CELONA MICHAEL	0002	0010	11	02/22/98	03/06/98
CHEUNG VIRGINIA W	0002	0010	2	02/26/98	02/27/98
CUFFE FRANK CONWAY	0002	0010	9	02/21/98	03/05/98
GHILARDI EDWARD J JR	0002	0010	4	02/21/98	02/25/98
GHILARDI EDWARD J JR	0002	0010	4	03/02/98	03/06/98
GORDON DAVID	0002	0010	4	02/21/98	02/25/98
GORDON DAVID	0002	0010	4	02/28/98	03/04/98
GULDBECH ROBERT J	0002	0010	2	02/26/98	02/27/98
HALL JAMES NMI	0002	0010	4	03/01/98	03/05/98
HALL JAMES NMI	0002	0010	1	02/21/98	02/21/98

3. CONSENT CALENDAR

G) Temporary Appointments (Continued)

HANSEN GREG W	0002	0010	1	02/21/98	02/21/98
HARRIS LEONARDO	0002	0010	4	02/21/98	02/25/98
HARRIS LEONARDO	0002	0010	4	03/02/98	03/06/98
HIGGINS PATRICK BERNARD	0002	0010	2	03/04/98	03/05/98
HUDNALL JOHN STUART	0002	0010	2	02/26/98	02/27/98
JAMES ROBERT	0002	0010	1	03/06/98	03/06/98
JAMES ROBERT	0002	0010	6	02/22/98	03/01/98
JOHNSON DAVID	0002	0010	6	02/27/98	03/06/98
JOHNSON DAVID	0002	0010	2	02/21/98	02/22/98
KARAWANNY GEORGE NMN	0002	0010	8	02/23/98	03/05/98
KASHIMA KP NAKIA	0002	0010	2	03/04/98	03/05/98
LEE PHILIP	0002	0010	1	02/21/98	02/21/98
LERMA MELISSA MARIE	0002	0010	2	02/28/98	03/01/98
LERMA MELISSA MARIE	0002	0010	2	02/24/98	02/25/98
MCDILL ROBERT G	0002	0010	2	03/01/98	03/02/98
MURPHY EUGENE W	0002	0010	1	02/26/98	02/26/98
OCONNOR THOMAS PATRICK	0002	0010	1	02/26/98	02/26/98
PARKER MICHAEL REIS	0002	0010	2	03/01/98	03/02/98
PAUL ALLAN	0002	0010	2	02/21/98	02/22/98
PAUL ALLAN	0002	0010	2	02/28/98	03/01/98
PAUL ALLAN	0002	0010	2	03/04/98	03/05/98
PEOPLES DONALD WAYNE	0002	0010	2	02/21/98	02/22/98
ROBINSON RONALD	0002	0010	9	02/21/98	03/05/98
SCHRICK JAMES J	0002	0010	2	02/23/98	02/24/98
TALMADGE MELINDA ANNETTE	0002	0010	1	03/06/98	03/06/98
URQUIAGA PAUL	0002	0010	1	03/06/98	03/06/98
URQUIAGA PAUL	0002	0010	2	02/22/98	02/23/98
VERANT ROGER	0002	0010	8	02/23/98	03/05/98
WON JOHN K	0002	0010	7	02/21/98	03/02/98
WOO ARNOLD	0002	0010	9	02/21/98	03/05/98
ALBOFF GEORGE S	0006	0024	8	02/23/98	03/06/98
CARDER MARY	0002	0006	7	02/21/98	03/05/98
MCGUINN MARTY	0002	0006	9	02/22/98	03/06/98
SCANNELL JOSEPH	0002	0006	7	02/21/98	03/06/98
THOMAS JENNIFER	0010	0006	6	02/21/98	03/05/98
VEGA PAUL	0010	0006	9	02/22/98	03/06/98
CEREGHINO KENNETH	0022	0032	8	02/23/98	03/05/98
LI ERNEST	0022	0032	7	02/25/98	03/06/98
BRAIDA MICHAEL	0004	0022	8	02/23/98	03/05/98
SCHEMBRI PETER	0006	0022	7	02/23/98	03/06/98
JUAREZ FERNANDO	0002	0018	10	02/23/98	03/06/98

3. CONSENT CALENDAR

G) Temporary Appointments (Continued)

DISABILITY PAY

CERCOS JOHN	0030	0040	14	02/21/98	03/06/98
SILVESTRI ALFRED J	0024	0032	14	02/21/98	03/06/98
MOLINARI ROBERT	0020	0030	3	02/21/98	02/23/98
WAGNER BRUCE	0020	0030	14	02/21/98	03/06/98
DEMARTINI GEORGE	0020	0028	14	02/21/98	03/06/98
BARNEY RONALD	0002	0020	14	02/21/98	03/06/98
BERTOLLO WALTER	0002	0020	14	02/21/98	03/06/98
DUNN GERALD	0002	0020	14	02/21/98	03/06/98
KOENIG WILLIAM	0002	0020	14	02/21/98	03/06/98
NEIL JAMES	0002	0020	14	02/21/98	03/06/98

4. REGULAR CALENDAR - UNFINISHED BUSINESS

- A) Suspension Appeal Hearing (Cont'd from Meetings of 02-27-97, 03-27-97, 07-10-97, 09-11-97, 09-22-97, 10-20-97, 11-25-97, 12-16-97, 01-08-98, 01-22-98, 02-19-98 & 03-12-98)

In accord with Section 4001.4. of the Rules and Regulations, reporting that Battalion Chief Federico Sanchez, Battalion 6, has appealed his ten calendar days of suspension for the period February 18 through 27, 1997. He was suspended for violations of the Rules and Regulations as follows:

- *Section 2801 - Officer - Unfamiliarity with policies
- *Section 2802 - Officer - Responsible for enforcement of Rules & Regulations
- *Section 2808 - Officer - Shall interest themselves in welfare of subordinates
- Section 3935 - False Reports and False Testimony
- Section 3956 - Acts Detrimental to Welfare of Department (Renumbered as 3922)
- *Section 4009 - Obstructing an investigation
- *G.O. 95 A-64 - Reporting procedure for reporting possible EEO violation

*Dismissed

(Note: The Fire Commission will continue its deliberations in closed session)

The Fire Commission met in closed session from 6:10 to 7:25 p.m. The matter was continued to the Special Meeting on Saturday, March 28, 1998, 4:00 p.m.

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted eight letters commending members of the Department for response to requests for assistance or emergencies, or training.

President Fernandez-Pifer directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

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Lone Mountain Children's Center
1738 Ninth Avenue
San Francisco, California 94122

March 4, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

I am writing to commend five members of your force. This week both our morning and afternoon preschool classes were visited by a group of firefighters from Engine 40, led by T/Lieutenant Edward Moy. T/Lieutenant Moy came to our school with Firefighters Ricky Yee, Michael Ferry, Kathy Austin, Erika Hoo and Fernando Juarez.

Each of these firefighters did a wonderful job of instructing our preschoolers in fire safety. I especially want to commend Firefighter Juarez who has a natural talent for working with young children. He is remarkably skilled at being able to communicate what can be frightening information in a manner that is reassuring and calming.

Thank you for helping to arrange this visit and for making members of your force available for this important community effort. All of our staff, children and families are most grateful and appreciative.

Sincerely,

/s/ JACQUE GRILLO
Executive Director

★ ★ ★ ★ ★ ★ ★ ★ ★ ★

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

March 4, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

Thank you for granting permission for Firefighter Deborah Hall to participate in the Black History Month Celebration at Clarendon Alternative Elementary School on February 20, 1998.

She presented the second grade children with historical information about the Black Firefighters in the Department, and fire safety information that was geared to their grade level. She answered questions and gave examples that were practical and understandable. She demonstrated fire safety techniques and allowed the children to return the demonstration. The children loved her. So much so, the teacher asked if she could return next year. The teachers were also impressed with her organized presentations and friendly manner.

For the children to see a strong, capable, Black female firefighter, served as a wonderful role model for the African American children as well as for all of the other children.

We sincerely appreciated the time that Firefighter Hall gave to us, particularly since it was on her day off. It was time well spent.

Please convey my thanks to her and place a copy of this letter in her personnel file.

Sincerely,

/s/ WILLARD HARRIS
1227 Stanyan Street
San Francisco, CA 94117

Note: A similar letter of praise was
also sent to Firefighter Fernando
Juarez

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

San Francisco Marriott
55 Fourth Street
San Francisco, California 94103

March 5, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

I would like to take the opportunity to write a special thanks to the San Francisco Fire Department and in particular Lieutenant Patrick Gardner of Rescue 1 and his crew, Firefighters Britton Smith, John Shanley, and Frank Puccetti.

Yesterday, March 4, 1998, in the early afternoon a gentleman I can only describe as a passerby collapsed in front of our hotel at 55 Fourth Street of an apparent heart attack.

Two of our Loss Prevention officers, Gabriel Luna and Edward Cropley, were the first to respond to the gentleman, when officer Luna saw the subject down. He discovered the subject had no heartbeat and was not breathing. 911 was called. Our two officers commenced CPR, with officer Luna performing the rescue breathing and officer Cropley giving chest compressions. On two occasions our officers were able to bring the gentleman "back."

Within a very short time, Rescue 1, headed by Lieutenant Gardner arrived on the scene, immediately assessed the situation, and became fully engaged in their rescue efforts that included CPR and defibrillation. An ambulance arrived and through the direction of Lieutenant Gardner the life saving efforts continued. After the subject was stabilized he was transported to San Francisco General Hospital where he was reported to be in critical condition late yesterday afternoon.

I think all people who live and work in San Francisco feel safer through the dedication of men and women, like Lieutenant Gardner, of the San Francisco Fire Department.

Sincerely,

/s/ HERMAN W. CLARK, CPP
Area Director of Loss Prevention
Northern Area of the Western Region

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

January 30, 1998

Hon. Willie L. Brown, Jr.
Mayor of San Francisco
401 Van Ness Avenue
San Francisco, CA 94102

Dear Mayor Brown:

Thank you, thank you for the wonderful paramedics who are helpful to me in my weakness - tonight at 11:30 p.m. I felt that my nose was bleeding - I get scared when I see blood. I called and the two paramedics who came were Michael Trager and Thomas Vanderree of Medic 1. They were most helpful. God bless you for these paramedics who have helped me.

Sincerely yours,

/s/ MARIA E. FOYETTE
801 Howard Street, #802
San Francisco, CA 94103

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March 14, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

On the evening of March 7, at 9:30 p.m., I had occasion to call 911 to render services. The response time was excellent. I wish to commend the crew of Engine 23 (Captain Raymond Guzman, Firefighters James Borg, Stephen Gieseke and William Hogan). Their compassion and expertise was outstanding. I know this is their duty but I feel their duty was well carried out.

Sincerely yours,

/s/ RENE J. RODIGOU
1762 - 45th Avenue
San Francisco, CA 94122

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5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

C.R. Dahl
1170 Sacramento Street
San Francisco, California 94108

March 13, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

On behalf of the Nob/Russian Hill Group, I would like to express our thanks to you and to Battalion Chief James Tracey.

As our group consists of directors of high-rise residential apartment buildings, we were very interested in the two recent fires in such buildings.

Battalion Chief Tracey led us through a discussion of the apartment fires and was very helpful in answering our questions.

We greatly appreciate your efforts in our behalf.

Sincerely,

/s/ C.R. DAHL, Chair
Nob/Russian Hill Group

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

March 4, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

I would like this letter to serve as a commendation to the personnel at Station 20, who were a great help to me this past Sunday.

Just as I was about to get into my car to drive it out of the garage, I was distracted by some activity near the garage door and turned to investigate, putting my purse on the top of the car. Satisfied that the driveway was clear, I got into the car and drove off.

When I arrived at my destination five or ten minutes later, I realized my purse - including housekeys, credit cards, identification cards, etc. - was missing. I retraced my route looking for the purse and (with great concern, since I live alone) arrived home. My purse was nowhere to be seen, and I was faced with the dismal prospect of notifying credit card companies and the immediate need to change locks. It was at that low and fearful moment that I noticed my answering machine was blinking.

I cannot adequately express the wave of relief and gratitude I felt when I heard the voice that answered my call to the number given on the message, a member of Station 20 who informed me my purse had been found near the station, its contents intact, and could be picked up immediately. Those on duty could not have been more friendly and helpful. I am deeply grateful to them, and I want you and them to know of my deepest appreciation. Thank you all, once again.

Sincerely,

/s/ ROSE GREENE
119 Knollview Way
San Francisco, CA 94131

* * * * *

5. REGULAR CALENDAR – NEW BUSINESS

B) Public Comment

No comments were made by the public.

There being no further business to come before the Commission, the meeting was adjourned at 7:26 p.m.

Raymond G. Connors
Secretary

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3/28/98
Special

No. 98-10

JOURNAL OF PROCEEDINGS

(MINUTES)

DOCUMENTS DEPT.

APR 20 1998

SAN FRANCISCO
PUBLIC LIBRARY

FIRE COMMISSION

Special Meeting - Saturday - March 28, 1998 - 2:00 p.m.

260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:
President Rosemarie Fernandez-Pifer
Vice President Hadley R. Roff
Commissioner Stephen A. Nakajo
Commissioner Russell S. Roeca
Commissioner Ted N. Soulis

Robert L. Demmons

- Chief of Department

2. Formal Hearing (Cont'd from Meetings of 10-23-97, 11-25-97, 12-16-97 & 02-26-98)

Formal Hearing concerning formal complaint filed by Robert L. Demmons, Chief of Department, on October 6, 1997, against Lieutenant Ariston Armada, charging him with violation of the Rules and Regulations as follows:

- Section 2801 - Thorough Knowledge of Applicable Policies and Practices
- Section 2802 - Enforcement of Rules, Regulations and Orders
- Section 3905 - Unfamiliarity with Rules
- Section 3926 - Tardiness and Failure to Report
- G.O. 88 A-51 - Use of Slurs
- G.O. 95 A-64 - EEO Reporting Procedures

1. The first of the three main points is that the

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2. Formal Hearing (Continued)
(Cont'd from Meetings of 10-23-97, 11-25-97, 12-16-97 & 02-26-98)

2:23-7:35 p.m.

Appearances:

Darren Lee, Deputy City Attorney, represented the Department. Duane Reno and Nyanza Shaw represented Lieutenant Ariston Armada, who was present.

Marie Corlett Blits, Deputy City Attorney, represented the Fire Commission.

Closed Hearing:

Mr. Reno requested a closed hearing which was approved by President Fernandez-Pifer. A request was made to exclude witnesses, which was approved.

Motion:

Mr. Reno moved to dismiss those charges against Lieutenant Armada which occurred prior to November 1996. They related to events which occurred on March 11, 1996, April 17, 1996 and September 4, 1996. After some discussion among counsel and the Commission, President Fernandez-Pifer held the motion in abeyance, indicating it could be renewed after the testimony has concluded, and would be briefed in writing.

Exhibits:

First - Joint Submission by both counsel - Ninety-seven pages of documents that need not be authenticated by witnesses

Department 1 - Memo from Assistant Chief Aaron Stevenson to Chief of Department dated October 4, 1996 (three pages) - Investigation of Possible Rule Violation by Lieutenant Armada

RECESS: 3:25-3:50 p.m.

Second - Joint Submission by both counsel - Stipulated Facts - three pages - relating to the four events

Opening Statements:

Darren Lee 3:55-4:05 p.m.
Duane Reno 4:07-4:35 p.m.

Defendant 1 - Stipulated Facts - eight pages - relating to the four events, plus material on a previous suspension hearing involving Lieutenant Armada

2. Formal Hearing (Continued)
(Cont'd from Meetings of 10-23-97, 11-25-97, 12-16-97 & 02-26-98)

RECESS: 4:35-4:45 p.m.

Department's Case:

Witness 1 - Deputy Chief Harold E. Gamble - Darren Lee 4:45-5:20 p.m.

Exhibits:

Department 2 - Department Rules & Regulations relating to charges against Lieutenant Armada - one page

Department 3 - Letter from Darren Lee to Duane Reno dated March 14, 1998 - Detailed Description of Charges Against Lieutenant Armada - four pages with eight attachments

Department 4 - Letter from Raymond Connors to Lieutenant Armada dated October 24, 1997, advising Lieutenant Armada that Chief Demmons has filed a formal complaint - two pages

RECESS: 5:20-5:27 p.m.

Witness 1 - Deputy Chief Harold E. Gamble - Duane Reno 5:28-6:25 p.m.

Defendant 2 - Letter from Chief of Department Robert L. Demmons to Lieutenant Armada dated August 31, 1996 - EEO Complaint Decision, Case 96.16

RECESS: 6:25-6:40 p.m.

Witness 1 - Deputy Chief Harold E. Gamble -
Redirect - Darren Lee 6:40-6:48 p.m.

Department 5 - Memo from Inspector Tyrone Pruitt to Assistant Chief James Cavellini dated August 28, 1996 - EEO Investigation, Additional Information

Witness 1 - Deputy Chief Harold E. Gamble -
Cross - Duane Reno 6:48-6:55 p.m.

Defendant's Case:

Witness 1 - Lieutenant Ariston Armada - Duane Reno 6:58-7:25 p.m.

Witness 1 - Lieutenant Ariston Armada - Darren Lee 7:25-7:35 p.m.

2. Formal Hearing (Continued)
(Cont'd from Meetings of 10-23-97, 11-25-97, 12-16-97 & 02-26-98)

Motion:

Duane Reno renewed his earlier motion. President Fernandez-Pifer directed that both parties agree upon a briefing schedule, and Mr. Reno was instructed to prepare a brief in support of his motion to dismiss. Both parties were directed to submit their closing statements in writing.

When the briefs have been filed, the Commission will review them and make further rulings.

Note: Above represents summary of events.
Court reporter recorded entire proceedings.

There being no further business to come before the Commission, the meeting was adjourned at 7:36 p.m.

Raymond G. Connors
Secretary

FIRE COMMISSION

Meeting No. 98-11

April ?, 1998

The Journal of Proceedings for this meeting is missing.

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4/9/98

No. 98-12

JOURNAL OF PROCEEDINGS

(MINUTES)

DOCUMENTS DEPT.

APR 20 1998

FIRE COMMISSION

SAN FRANCISCO
PUBLIC LIBRARY

Regular Meeting - Thursday - April 9, 1998 - 6:00 p.m.
260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:

Acting President Hadley R. Roff
Commissioner Stephen A. Nakajo
Commissioner Russell S. Roeca

President Rosemarie Fernandez-Pifer and Commissioner Ted N. Soulis were
excused for business reasons.

Robert L. Demmons
Harold E. Gamble
Lorrie A. Kalos

- Chief of Department
- Deputy Chief - Administration
- Assistant Deputy Chief - Support Services

Chief Officers - Firefighting Service:

Victor M. Shannon
Michael R. Moran
Richard D. Bracco
Ray Balzarini

- Division 1 (Acting)
- Division 2 (Acting)
- Division 3 (Acting)
- Division of Airports

2. Adoption of the minutes of the Regular Meeting of March 26, 1998, and the
Special Meeting of March 28, 1998 (4:00 p.m.).

Commissioner Roeca moved and Commissioner Nakajo seconded.
There were no questions or discussion and the minutes were adopted as
presented.

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3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "N") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A) Military Leave

Submitting for adoption application from one member for Military Leave of Absence with pay, in order to comply with Military Orders received from his commanding officer:

	<u>Rank</u>	<u>Dates</u>	<u>Days</u>	<u>Military Organization</u>	<u>Purpose</u>
Meneses, Ferdinand	H2	04-04-98	2	US Army Res.	Attend Annual
SPC E4	FF	04-05-98		Oakland, CA	Training

8) Retirements

Communications received from Retirement Board indicating the following members have retired:

Lile, Wayne L.	H30 Captain	Service	Mar. 21, 1998
Taylor, Ronald T.	H2 Firefighter	Service	Mar. 06, 1998

(Note: Retirement Certificates will be presented at Fire Commission meeting of May 28, 1998)

C) Monthly Report - Training

Submitting monthly report from Division of Training for March, 1998.

D) Quarterly Report - EMS

Submitting quarterly report (October to December, 1997) from EMS Division for fiscal year 1997-98.

3. CONSENT CALENDAR

E) Probationary Appointments

Reporting the following PROBATIONARY appointments:

EFFECTIVE DATE - FEBRUARY 21, 1998

H1 Fire Rescue Paramedic

ACKERMAN	LESLIE	DUNCAN	JEAN
AGER	IRENE	DUNG	DAVID
AGER	STEVEN	EBERHART	SCOTT
ANDERSEN	DAVID	EGDAL	DAVID
ARSANIS	MICHAEL	ENZ	HANSJUEIRG
BAYLESS	MIKAEL	FENGLER	JOHN
BEEM	JAMES	FITZSIMMONS	TERRY
BELOT	ROBERT	FLAHERTY	MICHAEL
BENSON COLBERT	LYNNE	FLEMING	DANIEL
BERRY	SUSAN	FLOERSCH	DAVID
BINKLEY	FREDERICK	FRANK	JONATHAN
BISAGNO	KAREN	FRANKS	BENJAMIN
BLESCHING	UWE	FREY	GLENN
BONAM	DANIEL	GARCIA	HENRY
BOONE	KEVIN	GARZA	AL
BOVARD	SCOTT	GAVIN	THOMAS
BRADSHAW	LARRY	GOODMAN	ALLAN
BRANDON	MELANY	GORDON	MEIR
BRYSON	GAY	GORDON	RAFAEL
CABRERA	OSCAR	GRANT	JOHN
CARNIGLIA	MARCO	GREEN	PETER
CARPENTER	TAY	GRIMALDI	JOHN
CERNA	GEORGE	GROSS	PETER
CHOCKER	KEVIN	HALL	RICHARD
CHRISTY	JOHN	HARDCASTLE	STEVEN
CODY-BERRY	MARTHA	HENDON	BRYAN
COGAL	VINCENTE	HERNANDEZ	GINA
CORRY	MEGAN	HIRSCH	BARRY
CRAWFORD	RAY	HO	LAWRENCE
DALEY	CHARLES	HOLL	NICHOLAS
DAVIS IV	ARTHUR	HOWE	TIMOTHY
DRABBLE	DAVID	HOWES	PETER
DRAKE	JOHN	HUGGINS	JONATHAN

3. CONSENT CALENDAR

E) Probationary Appointments (Continued)

HUMPHREY JR	WILLIE	RAMBO	MICHAEL
JAQUYSH	THOMAS	RICH	DAVID
JENNER	DAREN	RICHARD	SCOTT
JUG	PAUL	RICHARDS	RUSSEL
JURGENSON	KARL	ROBERTS	SCOTT
KECK	JAMES	ROHAN	THOMAS
KINKADE	SCOTT	ROOKER	VICKI
KUZMA	ROBERT	SELVA	ALVIN
LEDERLE	MICHAEL	SFORZO	THOMAS
LEE	MELVIN	SLOAN	JEFFREY
LEE	PERRY	SLONSKY	LORRIE
LEEPER	THOMAS	SMITH	JOSHUA
LEONARD	PETER	SONG	MICHAEL
MADSEN	CHRISTOPHER	SPAELTI	JAMES
MAGUIRE	BERNARD	SPALKA	MARTIN
MAHAN	RAMON	SPENCER	DAVID
MARBERRY	JOHN	STANFORD	TERRY
MCDEVITT	CHARLES	STARJASH	DAN
MCGEHEE	SCOTT	STOREY	ERIC
MCGOWAN	CHARLES	TANGHERLINI	NIELS
MCMAHAN	FRANK	TANIS	DEBRA
MEADE	JONATHAN	TAORMINA	ANTHONY
MERKINS	KYLE	TAORMINA	SALVATORE
MONROE	MATTHEW	THOMAS	ANDREW
MOURA	MICHAEL	TONG	SANDRA
MULHOLLAND	JAMES	TRAGESSER	MICHAEL
NICHOLAS	MARK	TREZEVANT	RICHARD
NYLANDER	ERIC	VALERIO	ANTHONY
OLSEN	CHRISTOPHER	VANBUSKIRK	JESSE
PANG	SIMON	VANDERREE	THOMAS
PANKOWSKI	TIMOTHY	VANWART	DIRK
PARA	LARRY	VERHAGE	DANIEL
PAYNE	NICHOLAS	VILLARREAL	JOAQUINN
PAYNE	ROBERT	WADA	DAVID
PHILLIPS	MATTHEW	WARD JR	JAMES
PIANCONE	PAUL	WEAVER	ROBERT
POSEY	CHRISTOPHER	WENDLAND	RICHARD
POUCHNIK	CARI	WILKOSZ	JOHN
PRIOLO	ROBERT	WILSON	ROBERT
PURCELL	KIM	YBARRA	IRENE
PUTRUS	SAHIR	ZANOFF	ANDY
PUTT	JOHN	ZIMMERMAN	RUSSELL

3. CONSENT CALENDAR

F) Permanent Appointments

Reporting the following PERMANENT appointments:

EFFECTIVE DATE – FEBRUARY 22, 1998*

H1 Fire Rescue Paramedic

All H1 Fire Rescue Paramedics completed their probation on 02-22-98 except the following:

Martha Cody-8erry – effective March 3, 1998

Thomas Sforzo – still off duty

*MOU specifies a probationary period of one day (Section 11)

G) Permanent Appointment

Reporting the following PERMANENT appointment:

EFFECTIVE DATE – MARCH 9, 1998

H20 Lieutenant

Jonathan C. Low

H) Permanent Appointments

Reporting the following PERMANENT appointments:

EFFECTIVE DATE – MARCH 15, 1998

H4 Inspector

Sofia M. Mathews

EFFECTIVE DATE – MARCH 18, 1998

Robert A. Mathes

3. CONSENT CALENDAR

H) Permanent Appointments (Continued)

EFFECTIVE DATE - MARCH 27, 1998

Machael S. Thomas

EFFECTIVE DATE - APRIL 03, 1998

George F. Pidge

I) Suspension

Reporting suspension of H2 Firefighter Albert Fernandez, Engine 28, for three days, April 3, 4 and 6, 1998, for violation of the Rules and Regulations as follows:

Section 3806 - Reporting Off Duty
Section 3923 - Disobedience

J) Resignation

Submitting resignation of 1652 Senior Accountant Milagros Alcantara, effective close of business March 17, 1998.
(Resigned in order to accept 1652 position at Department of Public Health.
Approximate length of service - two years.)

K) Leave of Absence

Submitting request for leave of absence with pay for Michael Taylor, Director of MIS, Communications Center, for five days, April 20 through April 24, 1998, in order to attend the PRC International Users Group Conference in Niagara, Canada. Estimated cost for transportation and lodging is \$1,032. Funds are available in this year's CAD training budget. Mr. Taylor will not be replaced.

3. CONSENT CALENDAR

L) Accidents

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

	<u>Accident No.</u>	<u>Date</u>	<u>Serial No.</u>	<u>Category</u>	<u>Recommendation</u>
Truck 13 Off: Lt. James McDonagh; Drv: FF Lawrence Jew; Tlr: FF James Kimball	97-8-171	03-09-98	611	8	File
Cause: While parked - Trk 13 was parked at an incident when a police car scraped T-13's front indicator light					
EMS Van Drv: Paramedic Daniel Bonam	97-8-172	03-10-98	906	A	File
Cause: Misjudged clearance - EMS medical supply van struck a low-pressure hydrant while making a right turn in front of Station 6					
Medic 17 Drv: Paramedic Robert Priolo	97-8-173	03-12-98	723	C	File
Cause: Medic 17, while returning from a call, changed lanes on Divisadero Street, and in doing so, struck an auto					
Medic 6 Drv: Paramedic Steve Hardcastle	97-8-174	03-12-98	715	B	8111
Cause: Medic 6, while double parked, was struck by a semi-trailer truck trying to make a left turn					
Engine 41 Off: Lt. Manuel Vasquez; Drv: FF Emmon Lew	97-8-175	03-14-98	511	8	Bill
Cause: Eng 41, while parked at a hydrant, was struck by a vehicle trying to pass Eng 41					
Medic 1 Drv: Paramedic Michael Arsanis	97-8-176	03-14-98	726	C	File
Cause: Misjudged clearance - Medic 1 grazed a vehicle as the vehicle was attempting to pass Medic 1					

3. CONSENT CALENDAR

L) Accidents (Continued)

Engine 28 97-8-177 03-14-98 597 B 8111
Off: Lt. Ray Zanini; Drv: FF Nicholas Russo

Cause: Failure to yield - Eng 28, while responding to an incident was at an intersection and making a right hand turn; another vehicle trying to pass Eng 28 on the right, struck the engine

Medic 38 97-8-178 03-16-98 714 A File
Drv: Paramedic Niels Tangherlini

Cause: Backing up - Medic 38, while backing out of St. Luke's Hospital, struck a telephone pole

Note:

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

Category 8 - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

M) Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries, March 7 through March 20, 1998.

3. CONSENT CALENDAR

N) Temporary Appointments

Reporting having made 270 temporary appointments
March 7 through March 20, 1998.

Commissioner Nakajo moved and Commissioner Roeca seconded.
There were no questions or discussion and Items "A" through "N"
on the Consent Calendar were adopted or ordered filed as
appropriate.

3. CONSENT CALENDAR

N) Temporary Appointments (Continued)

Report having made 270 temporary appointments during Payroll Period
March 7 through March 20, 1998.

NAME	Present RANK	Higher RANK	NO.OF DAYS WORKED	DATES
ASARO JOSEPH	0040	0050	10	03/09/98 03/20/98
BOUDOURES ROBERT G	0040	0050	4	03/10/98 03/17/98
BOUDOURES ROBERT G	0040	0050	2	03/07/98 03/08/98
BRACCO RICHARD D	0040	0050	2	03/19/98 03/20/98
BRACCO RICHARD D	0040	0050	2	03/13/98 03/14/98
BRACCO RICHARD D	0040	0050	2	03/07/98 03/08/98
FERRY JAMES C	0040	0050	2	03/15/98 03/16/98
FERRY JAMES C	0040	0050	2	03/09/98 03/10/98
FERRY JAMES C	0040	0050	1	03/07/98 03/07/98
FRISELLA DAVID A	0040	0050	9	03/07/98 03/19/98
HABERLIN DAVID A	0040	0050	1	03/20/98 03/20/98
HABERLIN DAVID A	0040	0050	6	03/07/98 03/15/98
LEE JOHN J	0040	0050	2	03/17/98 03/18/98
MORAN MICHAEL R	0040	0050	4	03/16/98 03/20/98
MORAN MICHAEL R	0040	0050	4	03/10/98 03/14/98
SHANNON VICTOR	0040	0050	4	03/07/98 03/11/98
SHANNON VICTOR	0040	0050	4	03/16/98 03/20/98
THUESEN ALBERT L	0040	0050	1	03/20/98 03/20/98
THUESEN ALBERT L	0040	0050	2	03/17/98 03/18/98
TREANOR FRANK R	0040	0050	2	03/13/98 03/14/98
BONNEL MICHAEL W	0030	0040	2	03/07/98 03/08/98
GARCIA PHILIP F	0030	0040	2	03/18/98 03/19/98
GOODIN DOUGLAS L	0030	0040	1	03/20/98 03/20/98
GOODIN DOUGLAS L	0030	0040	2	03/17/98 03/18/98
GOODIN DOUGLAS L	0030	0040	2	03/14/98 03/15/98
GOODIN DOUGLAS L	0030	0040	2	03/11/98 03/12/98
GOODIN DOUGLAS L	0030	0040	2	03/08/98 03/09/98
HAYES WHITE JOANNE	0030	0040	8	03/09/98 03/19/98
KEARNEY MICHAEL S	0030	0040	4	03/12/98 03/19/98
KEARNEY MICHAEL S	0030	0040	2	03/09/98 03/10/98
KELBER PHILIP S	0030	0040	2	03/10/98 03/11/98
KELBER PHILIP S	0030	0040	2	03/07/98 03/08/98
MASSETANI GARY	0030	0040	5	03/16/98 03/20/98
NOLAN VINCENT J	0030	0040	2	03/13/98 03/14/98
NOLAN VINCENT J	0030	0040	2	03/10/98 03/11/98
NOLAN VINCENT J	0030	0040	2	03/07/98 03/08/98
ODONNELL EDWARD JR	0030	0040	2	03/19/98 03/20/98
PAGAN VICTOR A	0030	0040	8	03/08/98 03/18/98
RONAN JOHN E	0030	0040	2	03/13/98 03/14/98
RONAN JOHN E	0030	0040	2	03/07/98 03/08/98
ROYBAL PETER D	0030	0040	2	03/10/98 03/11/98

3. CONSENT CALENDAR

N) Temporary Appointments (Continued)

TOMASELLO RAYMOND	0030	0040	2	03/15/98	03/16/98
TOMASELLO RAYMOND	0030	0040	2	03/09/98	03/10/98
KOCHEVAR RICHARD	0030	0039	8	03/09/98	03/19/98
AHUMADA MICHAEL	0020	0030	5	03/14/98	03/20/98
AHUMADA MICHAEL	0020	0030	2	03/08/98	03/09/98
BARAONA EUGENE A	0020	0030	2	03/19/98	03/20/98
BARAONA EUGENE A	0020	0030	2	03/16/98	03/17/98
BARAONA EUGENE A	0020	0030	2	03/10/98	03/11/98
BONNIE WM SCOTLAND	0020	0030	2	03/07/98	03/08/98
BONNIE WM SCOTLAND	0020	0030	2	03/18/98	03/19/98
CARROLL DAVID A	0020	0030	2	03/09/98	03/10/98
CARROLL DAVID A	0020	0030	2	03/10/98	03/11/98
CUNNIE MICHAEL J	0020	0030	2	03/07/98	03/08/98
CUNNIE MICHAEL J	0020	0030	2	03/19/98	03/20/98
CUNNIE MICHAEL J	0020	0030	2	03/13/98	03/14/98
CUNNIE MICHAEL J	0020	0030	2	03/10/98	03/11/98
DRAKE GEORGE	0020	0030	2	03/07/98	03/08/98
FLAHERTY STEPHEN A	0020	0030	2	03/13/98	03/14/98
FLAHERTY STEPHEN A	0020	0030	2	03/19/98	03/20/98
FLAHERTY STEPHEN A	0020	0030	4	03/13/98	03/17/98
FREDIANI DONALD L	0020	0030	2	03/07/98	03/08/98
FREDIANI DONALD L	0020	0030	2	03/18/98	03/19/98
FREDIANI DONALD L	0020	0030	2	03/15/98	03/16/98
FREDIANI DONALD L	0020	0030	2	03/12/98	03/13/98
FREDIANI DONALD L	0020	0030	2	03/07/98	03/10/98
GALLEGOS THOMAS M	0020	0030	3	03/07/98	03/11/98
GARCIA GEORGE H JR	0020	0030	2	03/10/98	03/16/98
GARDNER PATRICK T	0020	0030	7	03/07/98	03/14/98
GARDNER PATRICK T	0020	0030	2	03/13/98	03/14/98
GUTIERREZ RICHARD	0020	0030	2	03/07/98	03/08/98
GUTIERREZ RICHARD	0020	0030	4	03/16/98	03/20/98
HANSEN JERRY E	0020	0030	2	03/13/98	03/14/98
HARRINGTON JAMES P	0020	0030	2	03/08/98	03/09/98
HARRINGTON JAMES P	0020	0030	2	03/18/98	03/19/98
HARRINGTON JAMES P	0020	0030	2	03/12/98	03/13/98
HUBBARD FRED A	0020	0030	1	03/07/98	03/07/98
KIM ROBERT K	0020	0030	2	03/10/98	03/11/98
KING ALEXANDER M	0020	0030	2	03/09/98	03/10/98
KING ALEXANDER M	0020	0030	2	03/19/98	03/20/98
LAUER RICHARD L	0020	0030	2	03/07/98	03/08/98
LEONARD ALLAN J	0020	0030	2	03/15/98	03/16/98
LEONARD ALLAN J	0020	0030	3	03/17/98	03/20/98
LIGGINS EDWARD JR	0020	0030	4	03/08/98	03/12/98
LIGGINS EDWARD JR	0020	0030	2	03/18/98	03/19/98
LIGGINS EDWARD JR	0020	0030	2	03/15/98	03/16/98
MCHUGH JAMES E	0020	0030	2	03/12/98	03/13/98
			4	03/10/98	03/14/98

3. CONSENT CALENDAR

N) Temporary Appointments (Continued)

MCKEON JOSEPH B	0020	0030	2	03/07/98	03/08/98
MOLINARI ROBERT M	0020	0030	6	03/08/98	03/15/98
MONTAGUE GARY M	0020	0030	2	03/10/98	03/11/98
MURRAY THOMAS E	0020	0030	1	03/20/98	03/20/98
MURRAY THOMAS E	0020	0030	2	03/17/98	03/18/98
PLESCIA MATTHEW V	0020	0030	2	03/19/98	03/20/98
PLESCIA MATTHEW V	0020	0030	2	03/13/98	03/14/98
PLESCIA MATTHEW V	0020	0030	2	03/07/98	03/08/98
ROSS MARTY A	0020	0030	2	03/09/98	03/10/98
SOULE ANTHONY P	0020	0030	1	03/20/98	03/20/98
SOULE ANTHONY P	0020	0030	4	03/11/98	03/15/98
SOULE ANTHONY P	0020	0030	2	03/08/98	03/09/98
BRADY BRIAN	0020	0020	2	03/16/98	03/17/98
BARTELS WILLIAM	0020	0028	10	03/09/98	03/20/98
BOUYEA ROGER	0020	0028	6	03/10/98	03/20/98
CASTELLANOS RUDOLPH	0020	0028	10	03/09/98	03/20/98
HIGGINS JOSEPH	0020	0028	7	03/09/98	03/20/98
JONES GREGORY D	0020	0028	8	03/09/98	03/20/98
KAWAGUCHI TODD	0020	0028	9	03/09/98	03/20/98
LABRADO RUDOLPH	0020	0028	10	03/09/98	03/20/98
MARTIN DON	0020	0028	8	03/09/98	03/20/98
MORINO FRANK	0020	0028	9	03/09/98	03/20/98
WILSON JOSEPH	0020	0028	7	03/09/98	03/20/98
CAMPBELL EDWARD	0010	0020	10	03/09/98	03/20/98
CHAN WING CHUNG	0010	0020	2	03/19/98	03/20/98
CHAN WING CHUNG	0010	0020	2	03/07/98	03/08/98
GRIFFEY NIKKI P	0010	0020	1	03/20/98	03/20/98
KELLER JAMES	0010	0020	2	03/15/98	03/16/98
MORRISON JOSEPH	0010	0020	2	03/19/98	03/20/98
STEINHOFF LESLIE C	0010	0020	6	03/10/98	03/17/98
STEINHOFF LESLIE C	0010	0020	2	03/07/98	03/08/98
VANDERVENNET JOHN	0010	0020	1	03/20/98	03/20/98
OWYANG GREGORY	0010	0020	4	03/09/98	03/12/98
OWYANG GREGORY	0010	0020	4	03/16/98	03/19/98
ABBOTT THOMAS FRANCIS	0002	0020	2	03/18/98	03/19/98
ABBOTT THOMAS FRANCIS	0002	0020	2	03/15/98	03/16/98
ABBOTT THOMAS FRANCIS	0002	0020	2	03/12/98	03/13/98
ABBOTT THOMAS FRANCIS	0002	0020	2	03/09/98	03/10/98
BALMY ALEC MICHAEL	0002	0020	2	03/19/98	03/20/98
BALMY ALEC MICHAEL	0002	0020	2	03/07/98	03/08/98
BECKERLEY JOHN G	0002	0020	4	03/16/98	03/20/98
BECKERLEY JOHN G	0002	0020	2	03/13/98	03/14/98
BECKERLEY JOHN G	0002	0020	2	03/07/98	03/08/98
BLACKBURN ROBERT G	0002	0020	2	03/09/98	03/10/98
BOTELHO ERIC J	0002	0020	2	03/08/98	03/09/98

3. CONSENT CALENDAR

N) Temporary Appointments (Continued)

BUDDINGTON PATRICK	0002	0020	2	03/07/98	03/08/98
BUSALACCHI RICHARD	0002	0020	1	03/20/98	03/20/98
BUSALACCHI RICHARD	0002	0020	2	03/17/98	03/18/98
BUSALACCHI RICHARD	0002	0020	4	03/11/98	03/15/98
BUSALACCHI RICHARD	0002	0020	2	03/08/98	03/09/98
CALLEN TIMOTHY J	0002	0020	2	03/18/98	03/19/98
CALLEN TIMOTHY J	0002	0020	2	03/12/98	03/13/98
CALLEN TIMOTHY J	0002	0020	2	03/09/98	03/10/98
CALZOLAI FRANCO S	0002	0020	4	03/13/98	03/17/98
CALZOLAI FRANCO S	0002	0020	2	03/10/98	03/11/98
CALZOLAI FRANCO S	0002	0020	2	03/07/98	03/08/98
CAULFIELD GARET J	0002	0020	2	03/19/98	03/20/98
CAULFIELD GARET J	0002	0020	2	03/16/98	03/17/98
CAULFIELD GARET J	0002	0020	2	03/13/98	03/14/98
CAULFIELD GARET J	0002	0020	2	03/10/98	03/11/98
CHARLETON MICHAEL B	0002	0020	2	03/19/98	03/20/98
CHARLETON MICHAEL B	0002	0020	2	03/13/98	03/14/98
CHARLETON MICHAEL B	0002	0020	2	03/10/98	03/11/98
CHARLETON MICHAEL B	0002	0020	2	03/07/98	03/08/98
CHRISTOBAL CLYDE M	0002	0020	1	03/20/98	03/20/98
CLARK WILLIAM	0002	0020	2	03/18/98	03/19/98
CLARK WILLIAM	0002	0020	2	03/15/98	03/16/98
CLARK WILLIAM	0002	0020	5	03/07/98	03/13/98
DELANE MICHAEL W	0002	0020	1	03/20/98	03/20/98
DELANE MICHAEL W	0002	0020	2	03/14/98	03/15/98
DELANE MICHAEL W	0002	0020	2	03/11/98	03/12/98
DELANE MICHAEL W	0002	0020	2	03/08/98	03/09/98
DILUZIO JOHN A	0002	0020	2	03/11/98	03/12/98
DILUZIO JOHN A	0002	0020	2	03/08/98	03/09/98
ENGLER GERALD	0002	0020	5	03/08/98	03/20/98
FALLS GARY J	0002	0020	2	03/14/98	03/15/98
FALLS GARY J	0002	0020	2	03/11/98	03/12/98
GALLAGHER PETER J	0002	0020	2	03/09/98	03/10/98
GISSLER JACK A	0002	0020	1	03/20/98	03/20/98
GISSLER JACK A	0002	0020	6	03/11/98	03/18/98
GUAJARDO RUDY	0002	0020	2	03/14/98	03/15/98
GUAJARDO RUDY	0002	0020	4	03/08/98	03/12/98
HANLEY JOHN F	0002	0020	2	03/19/98	03/20/98
HANLEY JOHN F	0002	0020	2	03/16/98	03/17/98
HANLEY JOHN F	0002	0020	2	03/10/98	03/11/98
HICKEY JOHN ANDREW	0002	0020	4	03/11/98	03/15/98
HUNTER DARRYL	0002	0020	2	03/18/98	03/19/98
HUNTER DARRYL	0002	0020	2	03/15/98	03/16/98
HUNTER DARRYL	0002	0020	2	03/12/98	03/13/98
HUNTER DARRYL	0002	0020	2	03/09/98	03/10/98
JOHNSON DAVID ALAN	0002	0020	1	03/20/98	03/20/98
JOHNSON DAVID ALAN	0002	0020	2	03/08/98	03/09/98
JONES KENNETH R	0002	0020	1	03/20/98	03/20/98
JONES KENNETH R	0002	0020	2	03/17/98	03/18/98

3. CONSENT CALENDAR

N) Temporary Appointments (Continued)

JONES KENNETH R	0002	0020	2	03/14/98	03/15/98
JONES KENNETH R	0002	0020	2	03/11/98	03/12/98
KNIGHT ROHAN	0002	0020	2	03/15/98	03/16/98
KNIGHT ROHAN	0002	0020	2	03/12/98	03/13/98
KNIGHT ROHAN	0002	0020	1	03/07/98	03/07/98
LAU KERBY	0002	0020	4	03/12/98	03/16/98
LAU KERBY	0002	0020	2	03/09/98	03/10/98
MAGNUSEN LONNIE H	0002	0020	2	03/12/98	03/13/98
MAGNUSEN LONNIE H	0002	0020	1	03/07/98	03/07/98
MCHUGH PAUL M	0002	0020	1	03/20/98	03/20/98
MCHUGH PAUL M	0002	0020	2	03/08/98	03/09/98
MOY EDWARD BENJAMIN	0002	0020	1	03/20/98	03/20/98
MOY EDWARD BENJAMIN	0002	0020	2	03/14/98	03/15/98
MULHAIR LESLIE K	0002	0020	2	03/19/98	03/20/98
OLEARY MICHAEL E	0002	0020	2	03/15/98	03/16/98
OLEARY MICHAEL E	0002	0020	2	03/09/98	03/10/98
OSHEA JOHN P	0002	0020	2	03/07/98	03/08/98
PATT MICHAEL DONALD	0002	0020	2	03/13/98	03/14/98
PATT MICHAEL DONALD	0002	0020	2	03/10/98	03/11/98
PATT MICHAEL DONALD	0002	0020	2	03/07/98	03/08/98
PEREZ VINCENT ACEVES	0002	0020	2	03/19/98	03/20/98
PEREZ VINCENT ACEVES	0002	0020	2	03/16/98	03/17/98
PEREZ VINCENT ACEVES	0002	0020	2	03/10/98	03/11/98
POSTEL ROBERT FREDERICK	0002	0020	1	03/20/98	03/20/98
POSTEL ROBERT FREDERICK	0002	0020	2	03/17/98	03/18/98
POSTEL ROBERT FREDERICK	0002	0020	2	03/08/98	03/09/98
PRUYN RONALD C	0002	0020	6	03/12/98	03/19/98
PRUYN RONALD C	0002	0020	3	03/07/98	03/10/98
PUMPHREY ZACHARY WILLIAMS	0002	0020	2	03/15/98	03/16/98
PUMPHREY ZACHARY WILLIAMS	0002	0020	2	03/12/98	03/13/98
PUMPHREY ZACHARY WILLIAMS	0002	0020	3	03/07/98	03/10/98
RABBITT BRIAN P	0002	0020	4	03/13/98	03/17/98
RABBITT BRIAN P	0002	0020	2	03/10/98	03/11/98
ROMERO SAMUEL NMI	0002	0020	2	03/14/98	03/15/98
RUSSELL DAVID EDWARD	0002	0020	1	03/20/98	03/20/98
SCOLA MATTHEW J	0002	0020	2	03/08/98	03/09/98
SERPA ANTHONY J	0002	0020	2	03/14/98	03/15/98
SERPA ANTHONY J	0002	0020	2	03/08/98	03/09/98
SEYLER JEANNE MARIE	0002	0020	2	03/14/98	03/15/98
SEYLER JEANNE MARIE	0002	0020	2	03/11/98	03/12/98
SEYLER JEANNE MARIE	0002	0020	2	03/08/98	03/09/98
SHEA KEVIN	0002	0020	1	03/07/98	03/07/98
SHEA KEVIN	0002	0020	2	03/14/98	03/15/98
SLATTERY RICHARD F	0002	0020	2	03/19/98	03/20/98
SLATTERY RICHARD F	0002	0020	2	03/16/98	03/17/98
SLATTERY RICHARD F	0002	0020	2	03/13/98	03/14/98
SLATTERY RICHARD F	0002	0020	2	03/10/98	03/11/98
SLATTERY RICHARD F	0002	0020	2	03/07/98	03/08/98
STEVENS PHILIP T	0002	0020	2	03/10/98	03/11/98

3. CONSENT CALENDAR

N) Temporary Appointments (Continued)

SULLIVAN DANIEL A	0002	0020	2	03/17/98	03/18/98
SULLIVAN DANIEL A	0002	0020	2	03/11/98	03/12/98
SULLIVAN DENNIS WILLIAM	0002	0020	2	03/18/98	03/19/98
SULLIVAN DENNIS WILLIAM	0002	0020	2	03/15/98	03/16/98
TENBRUGGCATE ALBERT	0002	0020	3	03/07/98	03/10/98
TUIASOSOPO JOHN MISIATA	0002	0020	2	03/10/98	03/11/98
URQUIAGA PAUL THOMAS	0002	0020	2	03/07/98	03/08/98
VELO JOSE L	0002	0020	2	03/09/98	03/10/98
VELO JOSE L	0002	0020	5	03/14/98	03/20/98
WETTELAND PATRICK	0002	0020	4	03/08/98	03/12/98
WETTELAND PATRICK	0002	0020	2	03/18/98	03/19/98
WETTELAND PATRICK	0002	0020	2	03/12/98	03/13/98
WHITE TERENCE GERARD	0002	0020	2	03/09/98	03/10/98
WIESSLER STEVEN	0002	0020	3	03/07/98	03/10/98
WIESSLER STEVEN	0002	0020	6	03/12/98	03/19/98
WINSLOW ROBERT EDWARD	0002	0020	1	03/07/98	03/07/98
WINSLOW ROBERT EDWARD	0002	0020	2	03/19/98	03/20/98
WINSLOW ROBERT EDWARD	0002	0020	2	03/13/98	03/14/98
WONG MIKE JAMES	0002	0020	2	03/10/98	03/11/98
WYRSCH GREGORY LANCE	0002	0020	2	03/07/98	03/08/98
WYRSCH VICTOR HERMAN	0002	0020	2	03/12/98	03/13/98
ZOUZOUNIS DENNIS J	0002	0020	2	03/11/98	03/12/98
ZOUZOUNIS DENNIS J	0002	0020	2	03/17/98	03/18/98
ZOUZOUNIS DENNIS J	0002	0020	2	03/11/98	03/12/98
ZOUZOUNIS DENNIS J	0002	0020	2	03/08/98	03/09/98
ALEXANDER ALEXANDRA C	0002	0010	2	03/11/98	03/12/98
ALEXANDER ALEXANDRA C	0002	0010	2	03/17/98	03/18/98
AUSTIN KATHY A	0002	0010	2	03/08/98	03/09/98
BALMY ALEC MICHAEL	0002	0010	2	03/16/98	03/17/98
BALMY ALEC MICHAEL	0002	0010	2	03/13/98	03/14/98
BIAGINI DANIEL J	0002	0010	3	03/07/98	03/10/98
BLATMAN GREGORY LYNN	0002	0010	2	03/07/98	03/08/98
BOHLER HEIDI MARIT	0002	0010	1	03/20/98	03/20/98
CARDINALE KATHRYN M C	0002	0010	2	03/16/98	03/17/98
CARDINALE KATHRYN M C	0002	0010	2	03/07/98	03/08/98
CELONA, MIKE	0002	0010	1	03/07/98	03/07/98
CRAWFORD ROCHELLE	0002	0010	2	03/18/98	03/19/98
CUFFE FRANK CONWAY	0002	0010	8	03/07/98	03/20/98
GHILARDI EDWARD J JR	0002	0010	8	03/08/98	03/18/98
GORDON DAVID	0002	0010	8	03/07/98	03/18/98
HALL JAMES NMI	0002	0010	2	03/16/98	03/17/98
HALL JAMES NMI	0002	0010	4	03/10/98	03/14/98
HALL JAMES NMI	0002	0010	2	03/07/98	03/08/98
HARRIS LEONARDO	0002	0010	8	03/08/98	03/18/98
HEFFERNAN JERRY F	0002	0010	2	03/07/98	03/08/98
HESS GERALD W	0002	0010	2	03/19/98	03/20/98
HIGGINS PATRICK BERNARD	0002	0010	2	03/19/98	03/20/98
HIGGINS PATRICK BERNARD	0002	0010	2	03/07/98	03/08/98

3. CONSENT CALENDAR

N) Temporary Appointments (Continued)

HUI RICKY MING	0002	0010	2	03/07/98	03/08/98
JAMES ROBERT	0002	0010	9	03/07/98	03/19/98
JOHNSON DAVID	0002	0010	4	03/11/98	03/15/98
KARAWANNY GEORGE NMN	0002	0010	8	03/07/98	03/20/98
MULHAIR LESLIE K	0002	0010	2	03/13/98	03/14/98
MULHAIR LESLIE K	0002	0010	2	03/10/98	03/11/98
MURRAY JOHN J	0002	0010	1	03/20/98	03/20/98
OCONNOR THOMAS PATRICK	0002	0010	2	03/19/98	03/20/98
ORLANDO MICHAEL PAUL	0002	0010	2	03/19/98	03/20/98
PAMPANIN VINCENT	0002	0010	10	03/07/98	03/20/98
PAUL ALLAN	0002	0010	8	03/07/98	03/19/98
PEOPLES DONALD WAYNE	0002	0010	1	03/20/98	03/20/98
ROBINSON RONALD	0002	0010	4	03/16/98	03/20/98
TALMADGE MELINDA ANNETTE	0002	0010	2	03/18/98	03/19/98
TALMADGE MELINDA ANNETTE	0002	0010	2	03/12/98	03/13/98
TALMADGE MELINDA ANNETTE	0002	0010	2	03/09/98	03/10/98
URQUIAGA PAUL	0002	0010	6	03/12/98	03/19/98
URQUIAGA PAUL	0002	0010	1	03/07/98	03/07/98
VERANT ROGER	0002	0010	8	03/07/98	03/20/98
VILLAFUERTE THOMAS	0002	0010	1	03/20/98	03/20/98
WON JOHN K	0002	0010	4	03/13/98	03/17/98
WOO ARNOLD	0002	0010	8	03/07/98	03/20/98
WOO EDDY BILL	0002	0010	2	03/10/98	03/11/98
DAVIS ARTHUR	0001	0033	1	03/10/98	03/10/98
DAVIS ARTHUR	0001	0033	1	03/09/98	03/09/98
HARDCASTLE STEVEN	0001	0033	2	03/15/98	03/16/98
LEONARD PETER	0001	0033	2	03/18/98	03/19/98
ALBOFF GEORGE S	0006	0024	8	03/09/98	03/20/98
CARDER MARY	0002	0006	10	03/07/98	03/20/98
MCGUINN MARTY	0002	0006	7	03/07/98	03/19/98
SCANNELL JOSEPH	0002	0006	9	03/08/98	03/20/98
HONG CLIFTON	0002	0004	7	03/09/98	03/20/98
ZARI GERALD	0002	0004	8	03/09/98	03/19/98
THOMAS JENNIFER	0010	0006	6	03/07/98	03/14/98
VEGA PAUL	0010	0006	7	03/07/98	03/19/98
CEREGHINO KENNETH	0022	0032	8	03/10/98	03/20/98
LI ERNEST	0022	0032	8	03/09/98	03/19/98
BRAIDA MICHAEL	0004	0022	8	03/10/98	03/20/98
SCHEMBRI PETER	0006	0022	8	03/09/98	03/20/98
JUAREZ FERNANDO	0002	0018	10	03/09/98	03/20/98

3. CONSENT CALENDAR

N) Temporary Appointments (Continued)

DISABILITY PAY

CERCOS JOHN	0030	0040	14	03/07/98	03/20/98
GARCIA PHILIP	0030	0040	10	03/07/98	03/16/98
SILVESTRI ALFRED J	0024	0032	14	03/07/98	03/20/98
WAGNER BRUCE	0020	0030	14	03/07/98	03/20/98
DEMARTINI GEORGE	0020	0028	14	03/07/98	03/20/98
BARNEY RONALD	0002	0020	14	03/07/98	03/20/98
BERTOLLO WALTER	0002	0020	14	03/07/98	03/20/98
DUNN GERALD	0002	0020	14	03/07/98	03/20/98
KOENIG WILLIAM	0002	0020	14	03/07/98	03/20/98
NEIL JAMES	0002	0020	14	03/07/98	03/20/98

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

February 23, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

I am writing this note to thank and acknowledge the kindness and respect the firefighters of Engine 28 extended to me and my family at my father's funeral service at Saints Peter and Paul Church.

My dad, Al Picetti was a native San Franciscan and lived all his 80 years in the City. He was always extremely proud of the San Francisco Fire Department and respected their dedication in providing service to the City.

When my husband, Battalion Chief Mark Barbano, joined the Fire Department in 1969 it added a special source of pride to my dad who encouraged and admired Mark for his achievements and promotions he earned throughout his career.

He attended each promotion ceremony Mark earned with great joy.

Assistant Chief Art Kenney arranged and provided the firefighters from Engine 28 to be present at dad's service. Their kindness and respect demonstrated to my family in dad's honor, will always remain gratefully appreciated in my family's hearts. I know dad was smiling and very proud.

Please extend our sincere appreciation to Assistant Chief Art Kenney and the firefighters who continue to demonstrate their respectful commitment of service to the citizens of San Francisco.

With deepest appreciation,

/s/ MRS. LEA BARBANO

★ ★ ★ ★ ★ ★ ★ ★ ★ ★

March, 1998

Dear Chief Demmons:

Firefighters Mary Callahan and Robert Arzave followed suit of every other firefighter I have had the pleasure of working with. Excellence and perfection seem to be the only way your organization operates. I say this because each time I deal or work with a firefighter I am always amazed with the awesome job they do. The youth they addressed are still talking about what they learned about team playing, commitment and responsibility. Thank you.

Sincerely yours

/s/ DIANE ROSE
Program Manager
South of Market Council

★ ★ ★ ★ ★ ★ ★ ★ ★ ★

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

March, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

This letter is to acknowledge the kind deeds of Lieutenant Matthew McNaughton.

On the night of March 13, 1998, I needed help to handle a situation for my 84-year-old mother's tenant. Without going into details, the tenant was implying there were fumes in or near the apartment (there were piles of wood outside), causing him to fall and pass out! The fall occurred on March 12 and I had asked him to call the fire department to have all possibilities checked. He had not. Other circumstances caused to be distrustful of the tenant. My mother has 24-hour care (arthritis, etc.) and can no longer handle her affairs so I do. I live about 3-1/2 hours away.

When I explained the problem and what I hoped could be done, Lieutenant McNaughton was kind, patient and provided an obvious solution. With a phone call to the tenant, then back to the lieutenant, an engine was sent out to check. Lieutenant McNaughton called me back with the good news I had hoped to hear; that all was O.K. (at that point!)

No matter what the outcome, I felt confident that what he said he would do - would get done. He said it was all part of his job. But I am sure we are all aware of persons who have full knowledge of their responsibilities - but do not have the desire or ability to follow through.

My mom was extremely agitated by the situation and the tenant. The lieutenant has no idea how relieved my mother was and that she could sleep, knowing she had not caused the tenant an accident in some way.

For the lieutenant, he was doing his job. For mom and I, he was providing numerous acts of kindness.

Please give my best to Lieutenant McNaughton.

Most sincerely,

/s/ DIANE CLARK
6593 Pentz Road
Paradise, CA 95969

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4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Department of Health & Human Services
Health Resources & Services Administration
50 United Nations Plaza
San Francisco, California 94102

March 27, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

This letter is to express my appreciation for the excellent three-day NERT training put on by your staff. I am a federal employee at 50 United Nations Plaza. I am also the lead floor monitor for the third floor in case of a building disaster and the Emergency Communications Coordinator for our Department in this region. I am also an amateur radio operator. I have been a strong advocate for the concept of a NERT training program and am one of fifty who just completed the three-day course put on in our building.

We know that when a major earthquake occurs during working hours we may be isolated here for some time and have to be self-sufficient until professional help arrives. With the CPR and First Aid training that we have had and now the NERT training, we are much better prepared to help ourselves, our fellow workers, and those in need in our neighborhood.

The NERT program is of major importance as properly trained, organized and motivated volunteers can be a tremendous asset to the community and to our families. The Fire Department trainers that we had were excellent. Each made a valuable contribution to the class presentations and to the practical exercises. I was equally impressed with the victims. I thought they were firefighters, not members of NERT. All are fully supportive of NERT and enjoyed teaching us the confidence necessary to use the basic intervention skills. I certainly enjoyed the course and I appreciate the opportunity to participate in the training.

Thank you for your continued support of NERT.

Sincerely,

/s/ ERIC R. SWANSON
Assurances Monitoring Specialist
Division of Health Resources

Note: Two similar letters of praise were received from the Social Security Administration, San Francisco, and Erika Lockhart

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4. REGULAR CALENDAR – NEW BUSINESS

8) Monthly Report – Chief of Department

Submitted monthly report from Chief of Department on status of the Department Personnel, Apparatus and Equipment for March, 1998.

- a. There are 37 unfilled positions in the uniformed forces.
- b. The daily average of uniformed personnel on authorized leave was as follows:

	<u>February</u>	<u>March</u>
Vacation : Annual	13.93	17.16
IDV	6.07	6.32
Compensatory Time	4.00	4.52
Sick Leave	14.75	16.65
Disability	13.96	16.39
Military Leave	.36	.03
Light Duty	6.19	6.19
Other (LD/CTR)	<u>3.87</u>	<u>3.87</u>
Total	62.54	69.55

- c. The following Work on Days Off (Overtime) were awarded during the month of March:

0 – H50	Assistant Chiefs, for 24 hours
8 – H40	Battalion Chiefs, for 24 hours
10 – H30	Captains , for 24 hours
32 – H20	Lieutenants , for 24 hours
12 – H10	Chief's Aides , for 24 hours
158 – H2	Firefighters , for 24 hours

- d. The apparatus portion of this report has been delayed.

Respectfully submitted,

/s/ ROBERT L. DEMMONS
Chief of Department

Commissioner Roeca moved and Commissioner Nakajo seconded.
There were no questions or discussion and the monthly report of Chief of Department was adopted.

4. REGULAR CALENDAR - NEW BUSINESS

C) Public Comment

James Ahern, President, Local 798, read the following remarks:

Good Evening. Acting President Hadley Roff and Members of the Fire Commission.

Last September I spoke to this Commission after a federal court hearing on the City's motion for termination of the consent decree.

I told the Commission that I was concerned about complaints that were made to the court over the length of time it took the Department to investigate and resolve claims of unlawful discrimination and harassment.

I suggested that since there would no longer be a court-appointed monitor to oversee the Department and make sure that it was investigating and resolving those claims in a timely manner, the Commission should undertake this task.

As President of San Francisco Fire Fighters Local 798, I have become aware of on-going situations in which members of the Department have had to endure inordinate periods of anxiety and uncertainty about their status within the Department as the result of investigations that have not been resolved in a timely manner.

There are two examples that I would like to refer to: One example is that of Airport Operations Officer John Darmanin who was removed from his permanent assignment at the Airport on October 25, 1996, supposedly because the Airport was conducting an audit of certain expenditures for equipment and materials with which Mr. Darmanin had been involved.

Although the audit was completed within a matter of weeks, Airport Operations Officer Darmanin is still on temporary reassignment to other duties at the Fitness Center and the Clothing Depot.

On March 5, 1998, I sent a letter to Chief of Department Demmons stating that since Operations Officer Darmanin was cleared of any wrongdoing by the Airport's audit, he should be returned to his assignment at the Airport without any further delay.

On March 24, 1998, I received a letter in response from Deputy Chief of Operations Richard Condon. This letter stated that "The Department is in the process of addressing this and several other issues. We appreciate your input in this matter and would like to assure you that the Department's ultimate decision will be in the best interest of its members and the residents of San Francisco."

4. REGULAR CALENDAR - NEW BUSINESS

C) Public Comment (Continued)

The obvious question arises: How much time must pass and how much anxiety and uncertainty must Operations Officer Darmanin endure for his Department status to be determined?

As for the time frame, it has certainly been too long; as for the anxiety and uncertainty, only Operations Officer Darmanin will ever know.

Example number two: Another Local 798 member, Battalion Chief Anthony Simi, first received notice on or about February 27, 1997, that he was being charged with violations of certain rules and regulations because of statements he made in an article he had written for THE MAIN LINE, which is Local 798's monthly newsletter.

An administrative hearing was held in this matter on March 14, 1997. On May 5, 1997, Battalion Chief Simi received a letter from Deputy Chief Gamble that the charges had been dismissed but that new charges were being filed against Battalion Chief Simi for the same incident but for violations of different rules and regulations. A second administrative hearing was held on June 18, 1997, on these new charges. Battalion Chief Simi is still waiting to hear whether these new charges will be sustained or dismissed. Battalion Chief Simi sent a letter to Chief Demmons on February 28, 1998, requesting a resolution to these new charges without further delay. To my knowledge, as of this date, he has received no response to that letter. Imagine what it would be like to endure over a year of the anxiety and uncertainty that Battalion Chief Simi has had because these disciplinary charges have been pending.

Other members have had the same experience as Battalion Chief Simi of being cleared of charges after an investigation over a particular incident has been completed and then having new charges filed against them over the very same incident.

This Commission is vested by the San Francisco Charter with the power and duty to hold hearings and conduct investigations into the operations of the Department and to formulate programs and policies to improve those operations. The matters I have been discussing clearly show that a need exists for the Commission to exercise that authority.

Thank you for your consideration of this request.

Mr. Ahern commented that out of courtesy to the Commission and Chief of Department a packet of materials, with more details, was sent previously to the Commission, with a copy to the Chief of Department, concerning the subject matter just discussed in his statement. He did not want to use this occasion as a forum, but the packet of materials was to let the Commission know that it would be a subject of tonight's discussion under Public Comment.

4. REGULAR CALENDAR - NEW BUSINESS

C) Public Comment (Continued)

Chief Demmons wanted to clarify an inaccurate statement made by Mr. Ahern. When he talked about Judge Patel, she is not interested in fire department audits (airport), that was not an EEO matter, and it does not fall within her jurisdiction. He is totally inaccurate in those statements. As you may be aware, we cannot get involved in personnel matters. He talked about other issues that occurred following the removal of Firefighter Darmanin from the airport. That will be resolved very shortly, before next week. The second point, as far as Battalion Chief Simi, the city attorney issued a decision and apparently because it was something that was done off duty it took a great deal of research. They gave us a decision, recommendation last week, and that matter has been resolved.

Acting President Roff said he did not know if this was the proper forum to discuss particular individual cases, but Mr. Darmanin's case has been appealed to the Fire Commission, and will be heard. We are trying to expedite the hearing process by holding meetings weekends and other special sessions in order to speed the process and relieve the backlog. Obviously, it is frustrating for all parties that it takes so long for the Commission to hear them. On the other hand, the Commission intends, and is trying to be as careful, thorough and fair as possible. Some of the cases we have under consideration have very complex issues, that take time to resolve. It is an obvious matter, but justice and thoroughness cannot be hurried. We are trying to hear those cases in sequence, as they were filed, and Mr. Darmanin's case will be coming up within a month or so depending upon how quickly we can hear the cases preceding his. This Commission is doing all within its capacity to hear the cases, and, again, to be fair and thorough. We seem to have several points here: one - clearly the Department must exercise and insist upon discipline and accountability in the Department. There is no disagreement on that. Obviously, the requisite duty of the Commission is to be as fair as possible in hearing those cases, and certainly we will take seriously your matters and we will be discussing them further.

Chief Demmons asked to comment. Although Mr. Ahern mentioned "other cases," as you know each case is unique, and what we find at times which is frustrating on the Department's part is individuals not making themselves available during investigations. That has been a problem in several cases, so you have to look at each case individually to see what is going on. There have been cases where people have failed to cooperate initially, or where people were off on disability, or sick or different things that would not allow them to be available for the investigation to be conducted. As you may know, this Department particularly in the last couple of years, during this administration it has had several EEO cases, but down from the number before. But in the majority of those cases they are investigated and a decision is made within a reasonable amount of time. In those few cases where there may be a delay; there have been cases where Department investigators may not have been

4. REGULAR CALENDAR - NEW BUSINESS

C) Public Comment (Continued)

available, and on the other hand it may have been because Mr. Ahern's members may not have been available. A majority of the cases have been investigated in a timely manner. That was one of the reasons that Judge Patel and the Plaintiff/Intervenors agreed to end the Consent Decree, because they looked at the record of this administration and Commission in the way we have handled EEO matters.

Mr. Ahern read a paragraph from the Fire Commission minutes of September 11, 1997:

Local 798 believes this is an issue which needs to be addressed by this Commission. We suggest, therefore, that the Commission establish a requirement, similar to the requirement which existed when the Court Monitor was overseeing the department, for monthly status reports of all pending complaints of discrimination and harassment and, when the department did not investigate and make determinations on claims of unlawful discrimination and harassment within the time frames set forth in the rules and regulations, a statement of explanation for the delay.

Second Point: This is not the forum to get into detail of pending personnel matters, and we all agree on that, so that issue is put aside. Here is what Local 798 believes. If a man or woman of the Department that we represent is in rule violation then that person will be subjected to the rule violation and the discipline that is warranted. What we are asking for is timely notification of the alleged violation, administrative hearing, timely consideration, mitigation, as well as the time frame in which to get back to that person, whether he or she is going to be disciplined, and how much time that person is going to be disciplined. We are looking at the concept of progressive discipline. If a member made a mistake then that member should get a suspension, or some determination of length of time for being off the job without pay. But, we are looking at fair and consistent, timely application of the discipline for the alleged rule violation. When it goes into a year ... tape turned ... Local 798 gets the calls, each of us has a role to play in this process. The Fire Commission decides policy, the Chief implements day-to-day process, and is assigned responsibility for discipline. What we are concerned about is it fair? Does the discipline warrant the behavior that was in violation of the Rules and Regulations of this Department? Clearly, if you look at just these two examples I think it is unconscionable, to say the least, in terms of the delay for the two cases that have been brought to you. We ask for your consideration to do whatever you can to assist in this area. We know that the Chief has his role to play, and is doing his job as he perceives it to be. We are not questioning that, we are just looking at the process. We want some resolution. Thank you for your time and consideration.

4. REGULAR CALENDAR - NEW BUSINESS

C) Public Comment (Continued)

Chief Demmons asked also that Mr. Ahern cooperate when an investigation is going on and not wait to the last minute to ask for a postponement, and all of that needs to be duly noted. When you look at each individual case there are times when Local 798 will ask for an extension, and they will ask for other things. That's why I say you have to look at each individual case. Without getting into back and forth, and I think to imply that this administration has not been consistent in terms of the way that we have dealt with discipline or any other matter, I think is a misrepresentation of the facts, and I think Mr. Ahern knows that.

Mr. Ahern responded by saying that if Local 798 seeks a delay that is to seek additional information to buttress its case and to be properly prepared. There is no delay. Certainly to cause undue delay hurts the member, and it hurts the case. We want timely resolution. And the only reason we would seek a delay is to make sure that all the facts are in, and try to get the information from this administration.

Acting President Roff commented that he thought we all agree that the purpose is to apply fair and reasonable standards, and due process in these matters. Your comments are noted.

Commissioner Nakajo stated he appreciated Mr. Ahern's statements. I want you to realize as well, and I know you do as well as your members in term of Acting President Roff's statement, the Commission takes each matter seriously on a case-by-case scenario. It is part of our intention and responsibility. We also would like to move in a timely manner, not only in terms of members of Local 798, but anybody in a similar situation.

Chief Demmons asked to comment on another matter. He stated he sees a firefighter who is not properly attired, who is possibly thinking to address the Commission, and that is a violation of the rules, in terms of how this individual, if he would try to address the Commission in uniform dealing with any matters.

John Darmanin announced himself and indicated he was off duty ... Chief Demmons said you are in uniform ... Mr. Darmanin replied I know that Chief, I have my coat on, and I didn't know ... Chief Demmons said it was a violation of the rules. Mr. Darmanin said he apologizes. Chief Demmons said it is not apology, you are not allowed to speak to the Commission in uniform. Mr. Darmanin said he didn't know that, he was here the last Commission meeting ... Chief Demmons said it was unfamiliarity with the rules, I can't allow you, without disobeying the rules. Mr. Darmanin said OK, I guess ...

4. REGULAR CALENDAR - NEW BUSINESS

C) Public Comment (Continued)

Acting President Roff told Mr Darmanin that we understand your anxiety about getting things heard by us and certainly we are aware. I think we are cognizant of your concern.

Commissioner Roeca stated that this is public comment. His comment was that in the event that Firefighter Darmanin wanted to address the Commission he could do so, but at his peril, would be my understanding based upon what the Chief has asserted in terms of the rules and regulations being violated by him so doing when he appears not in his proper attire. So, we don't want to tell you that you cannot speak, it is public comment, but for you, we just want you to be aware you do so at risk and we don't want to have you venture into something perhaps you shouldn't.

Mr. Darmanin responded that he recognizes that ..., and apologized.

Ms. Barbara Thomson noted that she appeared before the Commission on February 26, 1998, and brought to your attention concerns she had regarding the skewed representation numbers in the workforce of uniformed ranks in the San Francisco Fire Department. Subsequent to that meeting, on March 19, 1998, she wrote you a letter regarding her concerns and provided you with statistical data that identified trends and representation from 1996 to present, of which she grows increasingly more concerned. The only response she's received to that letter was March 24, 1998, from the Chief's office, and she read: "Dear Ms. Thomson, I am writing to acknowledge that the fire department is in receipt of your letter dated March 19, 1998. Your input and interest are greatly appreciated. Very truly yours, /s/ Richard Condon, Deputy Chief."

She did not feel that this is responsive to her concerns, and she is here tonight to query you as to whether or not the Commission is going to address this matter, and she waits anxiously each mailing of the calendar to see and hope that it will appear on the Agenda, and I note that in the last two months that it has not occurred. So, I'm appearing before you again to see if I can get an understanding about whether or not you intend to now or, in the immediate future, make this an item of concern for Commission ...

Acting President Roff responded that the matter is an item of concern, it is under review. It has been submitted to the City Attorney and we are waiting on that office's analysis. The President of the Fire Commission unfortunately couldn't be with us tonight has referred that matter, and we are responding as quickly as we can. The matter is under consideration.

4. REGULAR CALENDAR - NEW BUSINESS

SUPPLEMENTAL CALENDAR

D) City Attorney

Communication received from Deputy City Attorney April Madison-Ramsey, dated April 3, 1998, submitting for Fire Commission's adoption Board of Supervisors' Ordinance authorizing settlement of the following litigation:

KENNETH LONG, in the amount of \$47,000.

The proposed settlement relates to
litigation entitled "Long v. San
Francisco Fire Department, United States
District Court Case No. C97-4421 (CAL)."

Commissioner Roeca moved and Commissioner Nakajo seconded.
There were no questions or discussion and the proposed Ordinance authorizing settlement of above litigation was adopted on the opinion of City Attorney's Office and recommendation of Chief of Department.

4. REGULAR CALENDAR - NEW BUSINESS

E) Request for Supplemental Appropriation

Submitting request for supplemental appropriation in the amount of \$1.5 million to fund deficit in Workers' Compensation (\$1.2 million) and provide funds (\$300,000) for: an additional 24 firefighters for a May class (18 funded in base line budget), and to offset Treasure Island Firefighters' salary deficit. Funds for the supplemental are available from Fire Department surplus revenue.

Chief Demmons requested that this item be tabled. Following an extensive review of the department's appropriations/expenditures this past Tuesday and Wednesday, the Department, with the assistance of the Controller's office, has identified surpluses in various accounts, the most substantial of which is the lease payment obligations for apparatus/equipment. As a result it is anticipated that we will not require a supplemental appropriation.

Commissioner Nakajo moved, seconded by Commissioner Roeca, that the item be tabled.

There were no further questions or discussion and the matter was tabled on recommendation of Chief of Department.

There being no further business to come before the Commission, the meeting was adjourned at 6:38 p.m.

Raymond G. Connors
Secretary



JOURNAL OF PROCEEDINGS

MINUTES

FIRE COMMISSION

DOCUMENTS DEPT.

APR 20 1998

SAN FRANCISCO
PUBLIC LIBRARYSpecial Meeting - Tuesday - April 14, 1998 - 5:00 p.m.

260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:
 President Rosemarie Fernandez-Pifer
 Vice President Hadley R. Roff
 Commissioner Stephen A. Nakajo
 Commissioner Russell S. Roeca
 Commissioner Ted N. Soulis

2. CLOSED SESSION

- A) Suspension Appeal Hearing (Cont'd from Meetings of 02-27-97, 03-27-97, 07-10-97, 09-11-97, 09-22-97, 10-20-97, 11-25-97, 12-16-97, 01-08-98, 01-22-98, 02-19-98, 03-12-98, 03-26-98 03-28-98)

In accord with Section 4001.4. of the Rules and Regulations, reporting that Battalion Chief Federico Sanchez, 8attalion 6, has appealed his ten calendar days of suspension for the period February 18 through 27, 1997. He was suspended for violations of the Rules and Regulations as follows:

- *Section 2801 - Officer - Unfamiliarity with policies
- *Section 2802 - Officer - Responsible for enforcement of Rules & Regulations
- *Section 2808 - Officer - Shall interest themselves in welfare of subordinates
- Section 3935 - False Reports and False Testimony
- Section 3956 - Acts Detrimental to Welfare of Department (Renumbered as 3922)
- *Section 4009 - Obstructing an investigation
- *G.O. 95 A-64 - Reporting procedure for reporting possible EEO violation

*Dismissed

(Note: The Fire Commission will continue its deliberations in closed session)

2. CLOSED SESSION

A)' Suspension Appeal Hearing (Continued)
(Cont'd from Meetings of 02-27-97, 03-27-97, 07-10-97, 09-11-97, 09-22-97,
10-20-97, 11-25-97, 12-16-97, 01-08-98, 01-22-98,
02-19-98, 03-12-98, 03-26-98 & 03-28-98)

The Fire Commission met and deliberated in closed session from 5:00 to 6:25 p.m.

There being no further business to come before the Commission, the meeting was adjourned at 6:26 p.m.

Raymond G. Connors
Secretary

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No. 98-14

JOURNAL OF PROCEEDINGS

(MINUTES)

DOCUMENTS DEPT

MAY 11 1998

SAN FRANCISCO
PUBLIC LIBRARY

FIRE COMMISSION

Regular Meeting - Thursday - April 23, 1998 - 6:00 p.m.
260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:
President Rosemarie Fernandez-Pifer
Vice President Hadley R. Roff
Commissioner Stephen A. Nakajo
Commissioner Russell S. Roeca
Commissioner Ted N. Soulis

Robert L. Demmons
Richard E. Condon
Harold E. Gamble
Lorrie A. Kalos

- Chief of Department
- Deputy Chief - Operations
- Deputy Chief - Administration
- Assistant Deputy Chief - Support Services

Chief Officers - Staff:

Bernie F. Lee
Paul J. Tabacco

- Management Services
- Training

Chief Officers - Firefighting Service:

Daniel E. Barden
James R. Cavellini
David A. Frisella

- Division 1
- Division 2
- Division 3 (Acting)

2. Adoption of the minutes of the Regular Meeting of April 9, 1998, and the Special Meetings of March 28, 1998 (2:00 p.m.), and April 14, 1998.

Vice President Roff moved and Commissioner Nakajo seconded.
There were no questions or discussion and the minutes were adopted as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "H") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A) Military Leave

Submitting for adoption application from one member for Military Leave of Absence with pay, in order to comply with Military Orders received from his commanding officer:

	<u>Rank</u>	<u>Dates</u>	<u>Days</u>	<u>Military Organization</u>	<u>Purpose</u>
Pampanin, Vincent	H10	04-12-98	2	US Army Res.	Attend Annual
Sgt E-5	C/A	04-13-98		Moffett Field, CA	Training

B) Monthly Report - Div. of FP&I

Submitting monthly report from Division of Fire Prevention and Investigation concerning activities performed during March, 1998.

C) Monthly Report - Management Services

Submitting monthly report from Management Services, concerning activities performed during March, 1998.

D) Suspension

Reporting suspension of H1 Fire Rescue Paramedic Jeffrey Sloan, Fire Rescue 14, for two days, April 23 and 24, 1998, for violation of Section 3926 of the Rules and Regulations (Failure to Report).

E) Leave of Absence

Submitting request for leave of absence with pay from 1446 Secretary II Arletta Branchcomb, for two months (sick leave), March 11 through May 11, 1998.

3. CONSENT CALENDAR

F) Accidents

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

	<u>Accident No.</u>	<u>Date</u>	<u>Serial No.</u>	<u>Category</u>	<u>Recommendation</u>
Engine 29 Off: Lt. Paul McHugh; Drv: FF Brice Peoples	97-8-179	03-23-98	585	A	File
Cause: Failure to disconnect hydrant - Eng 29, while connected to a hydrant, pulled away from the curb before disconnecting the hose from the hydrant, causing damage to the suction inlet connection					
Truck 1 Off: T/Lt. Kevin O'Sullivan; Drv: FF Anthony Serpa; Tlr: FF Paul McHugh	97-8-180	03-26-98	613	B	File
Cause: Overhead obstacle - Trk 1 was responding to a dispatch and proceeding down an alley when the tiller cab struck an overhanging tree branch					
Engine 24 Off: Lt. John Forbes; Drv: FF Gary Thiebaut	97-8-181	03-26-98	518	A	File
Cause: Misjudged clearance - Eng 24, while returning from a disptach, attempted to pass Trk 11 (parked); and in doing so, struck the truck's 50' ladder spur					
Truck 7 Off: T/Lt. Jose Velo; Drv: FF John Dobshinsky; Tlr: FF Ernest Grays	97-8-182	03-26-98	614	A	File
Cause: Backing up - Trk 7 while backing into quarters struck concrete buttress adjacent to the door frame					
Truck 9 Off: T/Lt. Edward Moy; Drv: FF Tyrone Diggs; Tlr: FF Connie Guzman	97-8-183	03-29-98	607	B	File
Cause: Overhead obstacle - Trk 9 was responding to an incident in front of SFGH when the tiller cab's bubble window struck a low tree branch					

3. CONSENT CALENDAR

F) Accidents (Continued)

8attalion 5 97-8-184 03-31-98 914 A File
Off: 8/C Anthony Simi; Drv: C/A Robert James

Cause: Backing up - Batt 5 was being moved in front of quarters when it backed into a PGandE pole

Hose Tender 48 97-8-185 03-31-98 501 A File
Off: Lt. Mark Donnelly; Drv: FF Spiros Corempas

Cause: Misjudged clearance - While backing up into quarters, HT 48 struck the apparatus door concrete guard; no guides were posted

Engine 16 97-8-186 03-31-98 599 8 File
Off: T/Lt. Michael Patt; Drv: FF David Chavez

Cause: Pedestrian - Eng 16 was responding to an incident and turning left onto Lombard when a pedestrian darted in front of Eng 16; the Engine was unable to stop before it hit the pedestrian

Medic 6 97-8-187 04-02-98 715 A File
Drv: Fire Rescue Paramedic Steven Hardcastle

Cause: Misjudged clearance - Medic 6 was responding to an incident from the front of Station 6 when it struck a fire hydrant located in front of Station 6

Medic 43 97-8-188 04-03-98 720 A File
Drv: Fire Rescue Paramedic Jonathan Meade

Cause: Backing up - Medic 43 while backing into quarters struck the apparatus door; one spotter was posted

Engine 28 97-8-189 04-07-98 597 A File
Off: T/Capt. Robert Molinari; Drv: FF Robert Wong

Cause: Misjudged clearance - Eng 28, while making a left turn to avoid a double parked truck, struck the bumper of a parked automobile

3. CONSENT CALENDAR

F) Accidents (Continued)

Note:

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

G) Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries, March 21 through April 3, 1998.

H) Temporary Appointments

Reporting having made 298 temporary appointments March 21 through April 3, 1998.

Vice President Roff moved and Commissioner Soulis seconded. There were no questions or discussion and Items "A" through "H" on the Consent Calendar were adopted or ordered filed as appropriate.

3. CONSENT CALENDAR

H) Temporary Appointments (Continued)

Report having made 298 temporary appointments during Payroll Period
March 21 through April 3, 1998.

NAME	Present RANK	Higher RANK	NO.OF DAYS WORKED	DATES
ASARO JOSEPH	0040	0050	6	03/23/98 04/03/98
BOUDOURES ROBERT G	0040	0050	2	03/31/98 04/01/98
BOUDOURES ROBERT G	0040	0050	2	03/28/98 03/29/98
BRACCO RICHARD D	0040	0050	1	04/03/98 04/03/98
BRACCO RICHARD D	0040	0050	4	03/22/98 03/26/98
FERRY JAMES C	0040	0050	2	03/30/98 03/31/98
FERRY JAMES C	0040	0050	2	03/21/98 03/22/98
FRISELLA DAVID A	0040	0050	4	03/30/98 04/03/98
FRISELLA DAVID A	0040	0050	2	03/27/98 03/28/98
FRISELLA DAVID A	0040	0050	2	03/24/98 03/25/98
HABERLIN DAVID A	0040	0050	9	03/21/98 04/02/98
JONES PAUL D	0040	0050	1	04/03/98 04/03/98
JONES PAUL D	0040	0050	2	03/28/98 03/29/98
MILES WILLIAM E	0040	0050	2	03/21/98 03/22/98
MORAN MICHAEL R	0040	0050	1	04/03/98 04/03/98
MORAN MICHAEL R	0040	0050	2	03/31/98 04/01/98
MORAN MICHAEL R	0040	0050	4	03/22/98 03/26/98
SHANNON VICTOR	0040	0050	8	03/22/98 04/01/98
THUESEN ALBERT L	0040	0050	6	03/26/98 04/02/98
THUESEN ALBERT L	0040	0050	1	03/21/98 03/21/98
TRACEY JAMES M	0040	0050	4	03/24/98 03/28/98
BONNEL MICHAEL W	0030	0040	2	03/28/98 03/29/98
BRADFORD GARRY L	0030	0040	2	03/23/98 03/24/98
CAREY WILLIAM G	0030	0040	2	04/01/98 04/02/98
CAREY WILLIAM G	0030	0040	4	03/26/98 03/30/98
CARLOMAGNO JOSEPH	0030	0040	2	03/23/98 03/24/98
GARCIA PHILIP F	0030	0040	2	03/27/98 03/28/98
GARCIA PHILIP F	0030	0040	2	03/21/98 03/22/98
GEE EDWARD N	0030	0040	2	03/23/98 03/24/98
GOODIN DOUGLAS L	0030	0040	6	03/26/98 04/02/98
GOODIN DOUGLAS L	0030	0040	1	03/21/98 03/21/98
HAYES-WHITE JOANNE	0030	0040	8	03/23/98 04/02/98
KEARNEY MICHAEL S	0030	0040	2	04/02/98 04/03/98
KEARNEY MICHAEL S	0030	0040	2	03/30/98 03/31/98
KEARNEY MICHAEL S	0030	0040	4	03/24/98 03/28/98
KEARNEY MICHAEL S	0030	0040	2	03/21/98 03/22/98
KELBER PHILIP S	0030	0040	2	03/31/98 04/01/98
MASSETANI GARY	0030	0040	10	03/23/98 04/03/98
MCLAUGHLIN PATRICK	0030	0040	2	03/29/98 03/30/98
NOLAN VINCENT J	0030	0040	4	03/28/98 04/01/98
PAGAN VICTOR A	0030	0040	4	03/29/98 04/02/98

3. CONSENT CALENDAR

H) Temporary Appointments (Continued)

RONAN JOHN E	0030	0040	2	03/28/98	03/29/98
ROYBAL PETER D	0030	0040	2	04/01/98	04/02/98
ROYBAL PETER D	0030	0040	2	03/29/98	03/30/98
ROYBAL PETER D	0030	0040	2	03/26/98	03/27/98
TOMASELLO RAYMOND	0030	0040	2	03/24/98	03/25/98
TOMASELLO RAYMOND	0030	0040	2	03/21/98	03/22/98
WILHELM ROGER J	0030	0040	2	03/26/98	03/27/98
KOCHEVAR RICHARD	0030	0039	8	03/23/98	04/02/98
JONES MICHAEL	0028	0030	2	04/02/98	04/03/98
JONES MICHAEL	0028	0030	2	03/30/98	03/31/98
AHERN JOHN W	0020	0030	2	03/29/98	03/30/98
AHUMADA MICHAEL	0020	0030	5	03/21/98	03/27/98
BARAONA EUGENE A	0020	0030	2	03/31/98	04/01/98
BARAONA EUGENE A	0020	0030	2	03/28/98	03/29/98
BARAONA EUGENE A	0020	0030	2	03/22/98	03/23/98
BATISTE WALTER D	0020	0030	2	03/29/98	03/30/98
BONNIE WM SCOTLAND	0020	0030	2	03/27/98	03/28/98
BONNIE WM SCOTLAND	0020	0030	2	03/21/98	03/22/98
CARROLL DAVID A	0020	0030	2	03/31/98	04/01/98
CARROLL DAVID A	0020	0030	2	03/28/98	03/29/98
COBO MATIAS	0020	0030	1	04/03/98	04/03/98
CUNNIE MICHAEL J	0020	0030	2	03/28/98	03/29/98
DITO AUSTIN M	0020	0030	2	03/29/98	03/30/98
DITO RAYMOND E	0020	0030	2	03/29/98	03/30/98
FLAHERTY STEPHEN A	0020	0030	3	03/28/98	04/03/98
FLAHERTY STEPHEN A	0020	0030	2	03/25/98	03/26/98
FLAHERTY STEPHEN A	0020	0030	2	03/22/98	03/23/98
FORBES JOHN J III	0020	0030	2	04/01/98	04/02/98
FORBES JOHN J III	0020	0030	2	03/23/98	03/24/98
FREDIANI DONALD L	0020	0030	2	03/30/98	03/31/98
FREDIANI DONALD L	0020	0030	4	03/24/98	03/28/98
GALLEGOS THOMAS M	0020	0030	2	03/31/98	04/01/98
GALLEGOS THOMAS M	0020	0030	2	03/28/98	03/29/98
GARCIA GEORGE H JR	0020	0030	6	03/27/98	04/03/98
GARRY KEVIN J	0020	0030	2	03/24/98	03/25/98
GUTIERREZ RICHARD	0020	0030	1	04/03/98	04/03/98
GUTIERREZ RICHARD	0020	0030	2	03/31/98	04/01/98
GUTIERREZ RICHARD	0020	0030	2	03/25/98	03/26/98
GUTIERREZ RICHARD	0020	0030	2	03/22/98	03/23/98
HARRINGTON JAMES P	0020	0030	2	04/02/98	04/03/98
HARRINGTON JAMES P	0020	0030	2	03/27/98	03/28/98
HARRINGTON JAMES P	0020	0030	2	03/21/98	03/22/98
HENTZ JAMES R	0020	0030	2	03/29/98	03/30/98
KAWAGUCHI TODD L	0020	0030	2	04/02/98	04/03/98
KIM ROBERT K	0020	0030	2	03/21/98	03/22/98
KING ALEXANDER M	0020	0030	2	03/31/98	04/01/98

3. CONSENT CALENDAR

H) Temporary Appointments (Continued)

KUBEL DENNIS	0020	0030	2	03/23/98	03/24/98
LANDIVAR WILLIAM G	0020	0030	2	03/28/98	03/29/98
LAUER RICHARD L	0020	0030	2	04/02/98	04/03/98
LAUER RICHARD L	0020	0030	2	03/30/98	03/31/98
LAUER RICHARD L	0020	0030	2	03/27/98	03/28/98
LAUER RICHARD L	0020	0030	2	03/21/98	03/22/98
LEE JAMES J	0020	0030	2	03/23/98	03/24/98
LEONARD ALLAN J	0020	0030	2	04/01/98	04/02/98
LEONARD ALLAN J	0020	0030	2	03/29/98	03/30/98
LEONARD ALLAN J	0020	0030	2	03/26/98	03/27/98
LEONARD ALLAN J	0020	0030	1	03/21/98	03/21/98
LIGGINS EDWARD JR	0020	0030	2	03/30/98	03/31/98
LIGGINS EDWARD JR	0020	0030	2	03/27/98	03/28/98
MONTAGUE GARY M	0020	0030	2	03/28/98	03/29/98
MONTAGUE GARY M	0020	0030	2	03/22/98	03/23/98
MURRAY THOMAS E	0020	0030	2	04/01/98	04/02/98
MURRAY THOMAS E	0020	0030	2	03/26/98	03/27/98
MURRAY THOMAS E	0020	0030	1	03/21/98	03/21/98
OCONNOR JAMES J	0020	0030	2	03/23/98	03/24/98
OUTLEY JAMES A	0020	0030	2	03/23/98	03/24/98
PLESCIA MATTHEW V	0020	0030	1	04/03/98	04/03/98
PLESCIA MATTHEW V	0020	0030	2	03/28/98	03/29/98
ROSS MARTY A	0020	0030	2	03/24/98	03/25/98
SMITH STEPHEN C	0020	0030	2	03/29/98	03/30/98
SMITH STEPHEN C	0020	0030	2	03/26/98	03/27/98
SOULE ANTHONY P	0020	0030	2	04/01/98	04/02/98
SOULE ANTHONY P	0020	0030	4	03/23/98	03/27/98
SOULE ANTHONY P	0020	0030	1	03/21/98	03/21/98
STEWART GREGORY	0020	0030	1	04/03/98	04/03/98
STEWART GREGORY	0020	0030	2	03/25/98	03/26/98
WARE ERNEST E	0020	0030	2	03/29/98	03/30/98
BARTELS WILLIAM	0020	0028	9	03/24/98	04/03/98
BOUYEA ROGER	0020	0028	5	03/23/98	03/27/98
CASTELLANOS RUDOLPH	0020	0028	8	03/24/98	04/02/98
HIGGINS JOSEPH	0020	0028	4	03/23/98	03/26/98
JONES GREGORY D	0020	0028	8	03/23/98	04/03/98
KAWAGUCHI TODD	0020	0028	4	03/23/98	03/26/98
LABRADO RUDOLPH	0020	0028	4	03/23/98	03/26/98
MARTIN DON	0020	0028	8	03/23/98	04/02/98
MORINO FRANK	0020	0028	8	03/24/98	04/03/98
WILSON JOSEPH	0020	0028	10	03/23/98	04/03/98
CAMPBELL EDWARD	0010	0020	8	03/25/98	04/03/98
CHAN WING CHUNG	0010	0020	2	03/22/98	03/23/98
GRIFFEY NIKKI P	0010	0020	1	04/03/98	04/03/98
GRIFFEY NIKKI P	0010	0020	4	03/28/98	04/01/98
GRIFFEY NIKKI P	0010	0020	1	03/21/98	03/21/98

3. CONSENT CALENDAR

H) Temporary Appointments (Continued)

MORRISON JOSEPH	0010	0020	2	03/28/98	03/29/98
OWYANG GREG	0010	0020	8	03/23/98	04/02/98
STEINHOFF LESLIE C	0010	0020	1	04/03/98	04/03/98
STEINHOFF LESLIE C	0010	0020	2	03/31/98	04/01/98
STEINHOFF LESLIE C	0010	0020	2	03/28/98	03/29/98
STEINHOFF LESLIE C	0010	0020	2	03/25/98	03/26/98
STEINHOFF LESLIE C	0010	0020	2	03/22/98	03/23/98
VANDERVENNET JOHN	0010	0020	2	03/29/98	03/30/98
VANDERVENNET JOHN	0010	0020	1	03/21/98	03/21/98
ABBOTT THOMAS FRANCIS	0002	0020	2	04/02/98	04/03/98
ABBOTT THOMAS FRANCIS	0002	0020	2	03/30/98	03/31/98
ABBOTT THOMAS FRANCIS	0002	0020	2	03/27/98	03/28/98
ABBOTT THOMAS FRANCIS	0002	0020	2	03/24/98	03/25/98
AGIUS FRANK	0002	0020	4	03/29/98	04/03/98
BALMY ALEC MICHAEL	0002	0020	2	03/28/98	03/29/98
BECKERLEY JOHN G	0002	0020	1	04/03/98	04/03/98
BECKERLEY JOHN G	0002	0020	2	03/28/98	03/29/98
BECKERLEY JOHN G	0002	0020	2	03/25/98	03/26/98
BECKERLEY JOHN G	0002	0020	2	03/22/98	03/23/98
BLACKBURN ROBERT G	0002	0020	2	04/02/98	04/03/98
BLACKBURN ROBERT G	0002	0020	2	03/30/98	03/31/98
BLACKBURN ROBERT G	0002	0020	2	03/27/98	03/28/98
BLAKE RICHARD A	0002	0020	2	03/29/98	03/30/98
BUSALACCHI RICHARD	0002	0020	4	03/29/98	04/02/98
BUSALACCHI RICHARD	0002	0020	2	03/26/98	03/27/98
BUSALACCHI RICHARD	0002	0020	1	03/21/98	03/21/98
CALKIN ELBERT R	0002	0020	2	03/28/98	03/29/98
CALLEN TIMOTHY J	0002	0020	4	03/21/98	03/25/98
CALZOLAI FRANCO S	0002	0020	6	03/22/98	03/29/98
CAULFIELD GARET J	0002	0020	2	03/31/98	04/01/98
CHARLETON MICHAEL B	0002	0020	1	04/03/98	04/03/98
CHARLETON MICHAEL B	0002	0020	4	03/22/98	03/26/98
CHRISTOBAL CLYDE M	0002	0020	2	03/29/98	03/30/98
CHRISTOBAL CLYDE M	0002	0020	1	03/21/98	03/21/98
CLARK WILLIAM	0002	0020	2	04/02/98	04/03/98
CLARK WILLIAM	0002	0020	2	03/30/98	03/31/98
CLARK WILLIAM	0002	0020	2	03/27/98	03/28/98
CLARK WILLIAM	0002	0020	2	03/21/98	03/22/98
COTTRELL PETER	0002	0020	2	03/28/98	03/29/98
DELANE MICHAEL W	0002	0020	4	03/29/98	04/02/98
DELANE MICHAEL W	0002	0020	2	03/23/98	03/24/98
DELANE MICHAEL W	0002	0020	1	03/21/98	03/21/98
DILUZIO JOHN A	0002	0020	2	04/01/98	04/02/98
DILUZIO JOHN A	0002	0020	2	03/23/98	03/24/98
ENGLER GERALD	0002	0020	5	03/21/98	04/02/98
FALLS GARY J	0002	0020	2	04/01/98	04/02/98
FALLS GARY J	0002	0020	2	03/23/98	03/24/98
FEKAN FRED J	0002	0020	2	03/29/98	03/30/98

3. CONSENT CALENDAR

H) Temporary Appointments (Continued)

GISSLER JACK A	0002	0020	2	04/01/98	04/02/98
GISSLER JACK A	0002	0020	4	03/23/98	03/27/98
GISSLER JACK A	0002	0020	1	03/21/98	03/21/98
GOGGIN DONALD JAMES	0002	0020	1	04/03/98	04/03/98
GUAJARDO RUDY	0002	0020	2	03/26/98	03/27/98
GUAJARDO RUDY	0002	0020	2	03/23/98	03/24/98
HANLEY JOHN F	0002	0020	2	03/31/98	04/01/98
HESTER JOHN W	0002	0020	1	04/03/98	04/03/98
HICKEY JOHN ANDREW	0002	0020	2	04/01/98	04/02/98
HICKEY JOHN ANDREW	0002	0020	2	03/29/98	03/30/98
HICKEY JOHN ANDREW	0002	0020	4	03/23/98	03/27/98
HOGAN WILLIAM D	0002	0020	2	03/28/98	03/29/98
HUNTER DARRYL	0002	0020	2	04/02/98	04/03/98
HUNTER DARRYL	0002	0020	2	03/30/98	03/31/98
HUNTER DARRYL	0002	0020	2	03/24/98	03/25/98
HUNTER DARRYL	0002	0020	2	03/21/98	03/22/98
HURTADO VICTOR GABRIEL	0002	0020	2	03/27/98	03/28/98
JOHNSON DAVID ALAN	0002	0020	2	03/29/98	03/30/98
JOHNSON DAVID ALAN	0002	0020	1	03/21/98	03/21/98
JONES KENNETH R	0002	0020	2	04/01/98	04/02/98
JONES KENNETH R	0002	0020	5	03/21/98	03/27/98
KING JOSEPH L	0002	0020	2	03/30/98	03/31/98
KNIGHT ROHAN	0002	0020	2	04/02/98	04/03/98
KNIGHT ROHAN	0002	0020	2	03/27/98	03/28/98
KNIGHT ROHAN	0002	0020	2	03/24/98	03/25/98
KOENIG WILLIAM G	0002	0020	5	03/28/98	04/03/98
KOENIG WILLIAM G	0002	0020	2	03/25/98	03/26/98
KOENIG WILLIAM G	0002	0020	2	03/22/98	03/23/98
LAU KERBY	0002	0020	2	04/02/98	04/03/98
LAU KERBY	0002	0020	2	03/27/98	03/28/98
LOMBARDI KENNETH A	0002	0020	2	04/01/98	04/02/98
LUCEY CORNELIUS	0002	0020	1	04/01/98	04/01/98
LUNDIE KENNETH	0002	0020	6	03/24/98	03/31/98
MAGNUSEN LONNIE H	0002	0020	2	04/02/98	04/03/98
MAGNUSEN LONNIE H	0002	0020	4	03/24/98	03/28/98
MAGNUSEN LONNIE H	0002	0020	2	03/21/98	03/22/98
MCCOY JOHN	0002	0020	2	03/28/98	03/29/98
MCHUGH PAUL M	0002	0020	2	03/29/98	03/30/98
MCHUGH PAUL M	0002	0020	2	03/23/98	03/24/98
MCHUGH PAUL M	0002	0020	1	03/21/98	03/21/98
MCPARTLAN STEPHEN ANTHONY	0002	0020	2	03/29/98	03/30/98
MIELKE ROBERT T	0002	0020	2	03/30/98	03/31/98
MOY EDWARD BENJAMIN	0002	0020	2	03/29/98	03/30/98
MOY EDWARD BENJAMIN	0002	0020	2	03/26/98	03/27/98
MOY EDWARD BENJAMIN	0002	0020	2	03/23/98	03/24/98
MOY EDWARD BENJAMIN	0002	0020	1	03/21/98	03/21/98
MULHAIR LESLIE K	0002	0020	1	04/03/98	04/03/98
MULHAIR LESLIE K	0002	0020	2	03/28/98	03/29/98
MUNIZ ROBERT P	0002	0020	1	04/03/98	04/03/98

3. CONSENT CALENDAR

H) Temporary Appointments (Continued)

OSHEA JOHN P	0002	0020	1	04/03/98	04/03/98
OSHEA JOHN P	0002	0020	2	03/28/98	03/29/98
OSULLIVAN KEVIN EDWARD	0002	0020	2	03/26/98	03/27/98
OSULLIVAN KEVIN EDWARD	0002	0020	2	03/23/98	03/24/98
PATT MICHAEL DONALD	0002	0020	1	04/03/98	04/03/98
PATT MICHAEL DONALD	0002	0020	2	03/31/98	04/01/98
PATT MICHAEL DONALD	0002	0020	2	03/28/98	03/29/98
PATT MICHAEL DONALD	0002	0020	2	03/25/98	03/26/98
PATT MICHAEL DONALD	0002	0020	2	03/22/98	03/23/98
PAUL ALLAN R	0002	0020	2	03/28/98	03/29/98
PEREZ VINCENT ACEVES	0002	0020	2	03/31/98	04/01/98
PEREZ VINCENT ACEVES	0002	0020	2	03/25/98	03/26/98
POSTEL ROBERT FREDERICK	0002	0020	2	04/01/98	04/02/98
POSTEL ROBERT FREDERICK	0002	0020	2	03/29/98	03/30/98
POSTEL ROBERT FREDERICK	0002	0020	2	03/26/98	03/27/98
POSTEL ROBERT FREDERICK	0002	0020	3	03/21/98	03/24/98
PRUYN RONALD C	0002	0020	2	03/21/98	03/22/98
RABBITT BRIAN P	0002	0020	1	04/03/98	04/03/98
RABBITT BRIAN P	0002	0020	2	03/31/98	04/01/98
RABBITT BRIAN P	0002	0020	4	03/22/98	03/26/98
ROMERO SAMUEL NMI	0002	0020	2	03/29/98	03/30/98
ROMERO SAMUEL NMI	0002	0020	2	03/23/98	03/24/98
RUSSELL DAVID	0002	0020	1	03/21/98	03/21/98
SCOLA MATTHEW J	0002	0020	2	03/29/98	03/30/98
SERPA ANTHONY J	0002	0020	2	03/29/98	03/30/98
SEYLER JEANNE MARIE	0002	0020	2	03/29/98	03/30/98
SLATTERY RICHARD F	0002	0020	1	04/03/98	04/03/98
SLATTERY RICHARD F	0002	0020	2	03/31/98	04/01/98
SLATTERY RICHARD F	0002	0020	2	03/22/98	03/23/98
STORTI WILLIAM OLIVER	0002	0020	2	04/01/98	04/02/98
STORTI WILLIAM OLIVER	0002	0020	2	03/29/98	03/30/98
SULLIVAN DANIEL A	0002	0020	2	04/01/98	04/02/98
SULLIVAN DANIEL A	0002	0020	2	03/26/98	03/27/98
SULLIVAN DANIEL A	0002	0020	2	03/23/98	03/24/98
SULLIVAN DENNIS WILLIAM	0002	0020	2	04/02/98	04/03/98
SULLIVAN DENNIS WILLIAM	0002	0020	2	03/24/98	03/25/98
URQUIAGA PAUL THOMAS	0002	0020	2	04/02/98	04/03/98
VELO JOSE L	0002	0020	2	03/26/98	03/27/98
VELO JOSE L	0002	0020	1	03/21/98	03/21/98
WETTELAND PATRICK	0002	0020	4	03/30/98	04/03/98
WETTELAND PATRICK	0002	0020	2	03/27/98	03/28/98
WHITE TERENCE GERARD	0002	0020	2	03/30/98	03/31/98
WHITE TERENCE GERARD	0002	0020	2	03/27/98	03/28/98
WIESSLER STEVEN	0002	0020	4	03/27/98	04/03/98
WIESSLER STEVEN	0002	0020	2	03/24/98	03/25/98
WIESSLER STEVEN	0002	0020	2	03/21/98	03/22/98
WINSLOW ROBERT EDWARD	0002	0020	7	03/22/98	04/03/98

3. CONSENT CALENDAR

H) Temporary Appointments (Continued)

WONG MIKE JAMES	0002	0020	5	03/28/98	04/03/98
WONG MIKE JAMES	0002	0020	2	03/25/98	03/26/98
WONG MIKE JAMES	0002	0020	2	03/22/98	03/23/98
WONG SUEON F	0002	0020	1	04/03/98	04/03/98
WONG SUEON F	0002	0020	2	03/31/98	04/01/98
WONG SUEON F	0002	0020	2	03/28/98	03/29/98
WONG SUEON F	0002	0020	2	03/22/98	03/23/98
WYNNIE PETER	0002	0020	2	04/02/98	04/03/98
WYRSCH GREGORY LANCE	0002	0020	2	03/27/98	03/28/98
WYRSCH GREGORY LANCE	0002	0020	2	03/24/98	03/25/98
WYRSCH GREGORY LANCE	0002	0020	2	03/21/98	03/22/98
WYRSCH VICTOR HERMAN	0002	0020	2	03/26/98	03/27/98
WYRSCH VICTOR HERMAN	0002	0020	2	03/23/98	03/24/98
ZOUZOUNIS DENNIS J	0002	0020	2	04/01/98	04/02/98
ZOUZOUNIS DENNIS J	0002	0020	4	03/23/98	03/27/98
ALEXANDER ALEXANDRA C	0002	0010	2	03/23/98	03/24/98
ALLEN NANCY A	0002	0010	1	04/03/98	04/03/98
ARNAUTOFF PETER	0002	0010	2	03/28/98	03/29/98
AVANCHE MICHAEL A	0002	0010	2	03/22/98	03/23/98
BALMY ALEC MICHAEL	0002	0010	2	03/25/98	03/26/98
BALMY ALEC MICHAEL	0002	0010	2	03/22/98	03/23/98
BIAGINI DANIEL J	0002	0010	2	04/02/98	04/03/98
BIAGINI DANIEL J	0002	0010	2	03/27/98	03/28/98
BIAGINI DANIEL J	0002	0010	2	03/24/98	03/25/98
BOHLER HEIDI	0002	0010	1	03/21/98	03/21/98
CARDINALE KATHRYN M C	0002	0010	2	03/28/98	03/29/98
CARDINALE KATHRYN M C	0002	0010	2	03/25/98	03/26/98
CELONA MICHAEL	0002	0010	4	03/27/98	03/31/98
CHIANG JERRY	0002	0010	1	04/03/98	04/03/98
CUFFE FRANK	0002	0010	6	03/22/98	03/29/98
CUFFE FRANK	0002	0010	2	03/29/98	03/30/98
CUFFE FRANK	0002	0010	1	04/03/98	04/03/98
DEMARTINI SUSAN FRANCES	0002	0010	2	03/29/98	03/30/98
DEWITT DAWN DANIELLE	0002	0010	2	03/24/98	03/25/98
DIRICCO ANTHONY JOSEPH	0002	0010	2	03/29/98	03/30/98
GHILARDI EDWARD	0002	0010	6	03/23/98	04/02/98
GOGGIN DONALD JAMES	0002	0010	2	03/22/98	03/23/98
GORDON DAVID	0002	0010	8	03/21/98	04/01/98
HALL JAMES NMI	0002	0010	2	03/31/98	04/01/98
HALL JAMES NMI	0002	0010	2	03/25/98	03/26/98
HALL JAMES NMI	0002	0010	2	03/22/98	03/23/98
HARRIS LEONARDO	0002	0010	8	03/23/98	04/02/98
HOLVOET DONALD J	0002	0010	2	03/31/98	04/01/98
JAMES ROBERT	0002	0010	8	03/21/98	04/03/98
JOHNSON DAVID	0002	0010	6	03/23/98	04/02/98
KARAWANNY GEORGE	0002	0010	8	03/22/98	04/01/98
KARAWANNY GEORGE	0002	0010	2	04/01/98	04/02/98
KURPINSKY PAUL F	0002	0010	2	03/28/98	03/29/98

3. CONSENT CALENDAR

H) Temporary Appointments (Continued)

LEE PHILIP	0002	0010	1	04/03/98	04/03/98
MALONEY MICHAEL EDWARD	0002	0010	2	03/28/98	03/29/98
MEDINA REYNER IBALLA	0002	0010	2	03/29/98	03/30/98
MULHAIR LESLIE K	0002	0010	2	03/31/98	04/01/98
MULHAIR LESLIE K	0002	0010	2	03/25/98	03/26/98
MURRAY JOHN	0002	0010	1	03/21/98	03/21/98
PAMPANIN VINCENT	0002	0010	2	03/22/98	03/23/98
PAUL ALLAN	0002	0010	6	03/21/98	04/02/98
PEOPLES DONALD WAYNE	0002	0010	2	03/26/98	03/27/98
PEOPLES DONALD WAYNE	0002	0010	2	03/23/98	03/24/98
PEOPLES DONALD WAYNE	0002	0010	1	03/21/98	03/21/98
REIDY JAMES JEREMIAH	0002	0010	1	04/03/98	04/03/98
RIVERA ANTHONY WILLIAM	0002	0010	2	03/22/98	03/23/98
ROBINSON RONALD	0002	0010	7	03/22/98	04/03/98
STAUDT JOHN W	0002	0010	2	03/31/98	04/01/98
TERRITO ROBERT	0002	0010	2	03/29/98	03/30/98
URQUIAGA PAUL	0002	0010	6	03/21/98	03/31/98
VERANT ROGER	0002	0010	8	03/22/98	04/01/98
VILLAFUERTE THOMAS	0002	0010	1	03/21/98	03/21/98
WAGNER RICHARD E	0002	0010	2	03/31/98	04/01/98
WING DEREK J	0002	0010	1	04/03/98	04/03/98
WING DEREK J	0002	0010	2	03/28/98	03/29/98
WON JOHN	0002	0010	3	03/22/98	04/03/98
WONG JEFFREY NMN	0002	0010	2	03/29/98	03/30/98
WONG JEFFREY NMN	0002	0010	2	03/26/98	03/27/98
WOO ARNOLD	0002	0010	7	03/22/98	04/03/98
YUEN PATRICIA	0002	0010	2	03/29/98	03/30/98
CERNA GEORGE	0001	0033	1	03/21/98	03/21/98
HARDCASTLE STEVEN	0001	0033	2	03/30/98	03/31/98
KINKADE SCOTT	0001	0033	2	03/22/98	03/23/98
LEONARD PETER	0001	0033	2	03/27/98	03/28/98
TONG SANDY	0001	0033	2	03/22/98	03/23/98
EGDAL DAVID	0001	0001	2	03/21/98	03/22/98
SPENCER DAVID	0001	0001	2	03/21/98	03/22/98
BIRKOFF ANDREW	0002	0001	4	03/30/98	04/03/98
JACOBS ROBERT	0002	0001	4	03/24/98	03/31/98
SOBOZINSKY ANDREW	0002	0001	4	03/28/98	04/01/98
ALBOFF GEORGE S	0006	0024	8	03/23/98	04/03/98
CARDER MARY	0002	0006	9	03/22/98	04/03/98
MCGUINN MARTY	0002	0006	9	02/21/98	04/03/98
SCANNELL JOSEPH	0002	0006	7	03/21/98	04/02/98
THOMAS JENNIFER	0010	0006	9	03/22/98	04/03/98
VEGA PAUL	0010	0006	8	03/21/98	03/31/98

3. CONSENT CALENDAR

H) Temporary Appointments (Continued)

CEREGHINO KENNETH	0022	0032	8	03/23/98	04/02/98
LI ERNEST	0022	0032	8	03/24/98	04/03/98
BRAIDA MICHAEL	0004	0022	8	03/23/98	04/02/98
SCHEMBRI PETER	0006	0022	8	03/23/98	04/03/98
JUAREZ FERNANDO	0002	0018	9	03/24/98	04/03/98
:					
DISABILITY PAY					
CERCOS JOHN	0030	0040	14	03/21/98	04/03/98
SILVESTRI ALFRED J	0024	0032	14	03/21/98	04/03/98
WAGNER BRUCE	0020	0030	14	03/21/98	04/03/98
DEMARTINI GEORGE	0020	0028	14	03/21/98	04/03/98
BARNEY RONALD	0002	0020	14	03/21/98	04/03/98
BERTOLLO WALTER	0002	0020	14	03/21/98	04/03/98
DUNN GERALD	0002	0020	14	03/21/98	04/03/98
NEIL JAMES	0002	0020	13	03/21/98	04/02/98

5203C

4. REGULAR CALENDAR - UNFINISHED BUSINESS

RECESS: 7:22-7:45 p.m.

- A) Suspension Appeal Hearing (Cont'd from Meetings of 02-27-97, 03-27-97, 07-10-97, 09-11-97, 09-22-97, 10-20-97, 11-25-97, 12-16-97, 01-08-98, 01-22-98, 02-19-98, 03-12-98, 03-26-98, 03-28-98 & 04-14-98)

In accord with Section 4001.4. of the Rules and Regulations, reporting that Battalion Chief Federico, Battalion 6, has appealed his ten calendar days of suspension for the period February 18 through 27, 1997. He was suspended for violations of the Rules and Regulations as follows:

- *Section 2801 - Officer - Unfamiliarity with policies
- *Section 2802 - Officer - Responsible for enforcement of Rules & Regulations
- *Section 2808 - Officer - Shall interest themselves in welfare of subordinates
- Section 3935 - False Reports and False Testimony
- Section 3956 - Acts Detrimental to Welfare of Department (Renumbered as 3922)
- *Section 4009 - Obstructing an investigation
- *G.O. 95 A-64 - Reporting procedure for reporting possible EEO violation

*Dismissed

7:53-7:55 p.m.

President Fernandez-Pifer announced that due to a notification error on this item the hearing cannot be held, and will be continued to a special meeting (closed session) on Wednesday, May 6, 1998, at 6:00 p.m.

4. REGULAR CALENDAR – UNFINISHED BUSINESS

B) Suspension Appeal Hearing (Cont'd from Meeting of 12-16-97)

In accord with Section 4001.4. of the Rules and Regulations, reporting that Firefighter Dennis King, Engine 11, has appealed his two calendar days of suspension for the period December 4 and 5, 1997. He was suspended for violations of the Rules and Regulations as follows:

Section 3915 – Proper Behavior

Section 3924 – Insubordination

7:55-10:55 p.m.

Appearances:

April Madison-Ramsey, Deputy City Attorney, represented the Department.
Joseph Moriarty, Attorney-at-Law, represented Firefighter Dennis King, who was present.

Marie Corlett Blits, Deputy City Attorney, represented the Fire Commission.

Closed Hearing:

There was a joint motion from counsel to have a closed hearing, which was approved by President Fernandez-Pifer.

Motions:

April Madison-Ramsey made a motion to exclude certain documents filed by Mr. Moriarty. Mr. Moriarty submitted a motion in opposition. President Fernandez-Pifer took both motions under advisement.

Stipulation:

Both counsel jointly agreed to include the following documents as evidence, all of which were memoranda dated March 6, 1997, entitled – Witness to Dispute. They were submitted by:

1. Firefighter Gerald White
2. Firefighter Benjamin Canedo
3. Firefighter Cornelius Lucey
4. Lieutenant Thomas Gallegos
5. Firefighter Rick Gloistein

Opening Statements:

April Madison-Ramsey

8:06-8:10 p.m.

4. REGULAR CALENDAR – UNFINISHED BUSINESS

B) Suspension Appeal Hearing (Continued)
(Cont'd from Meeting of 12-16-97)

Department's Case:

Witness 1 – Deputy Chief Harold Gamble

8:13-8:20 p.m.

Exhibits:

Department 1E – Memo from Deputy Chief Condon to Chief Demmons
(Administrative Hearing for Firefighter King)

10-10-97

RECESS: 8:26-8:35 p.m.

Witness 2 – Chief's Aide Joseph Morrison

8:37-8:50 p.m.

Exhibits:

Department 1C – Memo from Chief's Aide Joseph Morrison
to Deputy Chief Condon (Unusual Occurrence)

03-06-97

Witness 2 – Chief's Aide Joseph Morrison
(Cross by Joseph Moriarty)

8:50-9:08 p.m.

Exhibits:

Appellant 1 – Memo from Deputy Chief Condon to Chief Demmons
(pg 7-8) (Admin. Hearing for Chief's Aide Morrison)

10-10-97

Appellant 1 – Memo from C/Aide Morrison to Chief Demmons
(pg 18) (Unusual Occurrence)

02-25-97

Appellant 1 – Memo from Firefighter King to Chief Demmons
(pg 15-16-17) (Unusual Occurrence)

02-25-97

RECESS: 9:15-9:16 p.m.

Witness 3 – Firefighter Dennis King

9:16-9:42 p.m.

Exhibits:

Joint Exhibit 6 (pg 15-16)

Joint Exhibit 7 (pg 17) plus Exhibit Department 1D – Memo from
Firefighter King to Chief Demmons
(Unusual Occurrence)

02-28-97

Witness 3 – Firefighter Dennis King
(Cross and re-direct)

9:42-10:00 p.m.

4. REGULAR CALENDAR – UNFINISHED BUSINESS

B) Suspension Appeal Hearing (Continued)
(Cont'd from Meeting of 12-16-97)

Appellant's Witnesses

Witness 1 – Deputy Chief Harold Gamble

10:00–10:08 p.m.

Exhibits:

Appellant 1 – Page 49 of Managing Problem Performance Manual –
(pg 6) Questions to Consider in Filing a Formal Complaint

Witness 1 – Deputy Chief Harold Gamble
(Cross by April Madison–Ramsey)

10:08–10:10 p.m.

Witness 2 – Deputy Chief Richard Condon

10:10–10:25 p.m.

Witness 3 – Chief of Department Robert Demmons

10:25–10:33 p.m.

Closing Statements:

Joseph Moriarty

10:34–10:35 p.m.

April Madison–Ramsey

10:35–10:37 p.m.

RECESS: Deliberations 10:37–10:45 p.m.

Motion:

Commissioner Roeca moved, seconded by Commissioner Soulis, that
Chief Demmons' decision to suspend Firefighter King for two days is
sustained.

By a roll call vote of 5–0 the decision was sustained.

Open Session:

The Commission announced its decision. They sustained the Chief's two-day
suspension by a vote of 5–0, having found Firefighter Dennis King guilty of
violating Section 3915 (Proper Behavior) and Section 3924 (Insubordination)
of the Rules and Regulations.

Note: Above represents summary of events.
Court reporter recorded entire proceedings.

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted twelve letters commending members of the Department for response to requests for assistance or emergencies, or training.

President Fernandez-Pifer directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *
Blood Centers of the Pacific
Irwin Center
270 Masonic Avenue
San Francisco, California 94118

March 30, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

I am writing to express our appreciation for the San Francisco Fire Department's sponsorship of the March 24-26 blood drives. Your extra efforts really paid off! A total of 122 donors registered to donate and 116 units of life-saving blood were collected. Another terrific result from the Local 798 that our community counts on. I have enclosed a donor list for your reference.

As you know, the winter months are a particularly difficult time to recruit donors. The drive was of assistance to us at a time when the support was needed.

I have reserved Wednesday, Thursday and Friday, July 8, 9 and 10 for your next blood drive dates. I look forward to working with you again as that date approaches.

Again, thank you and all those who participated in making this drive happen.

Sincerely,

/s/ RICHARD EDMISTON, MPH
Field Consultant
Donor Recruitment Dept.

* * * * *

5. REGULAR CALENDAR – NEW BUSINESS

A) Letters of Commendation (Continued)

City of Pittsburgh
Department of Public Safety
100 Grant Street
Pittsburgh, Pennsylvania 15219

April 8, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 941D2

Dear Chief Demmons:

A few weeks ago I received a telephone call from Dr. Paul Pepe, the Emergency Department Director of Allegheny General Hospital here in Pittsburgh.

Dr. Pepe explained he was hosting a seminar focusing on emergency medical treatment in the field and he thought I might be interested in meeting personally with one of the attending physician program presenters.

Dr. Pepe arranged for a luncheon meeting which included myself, Deputy Chief Robert Hirosky from our Bureau, Dr. Pepe and Dr. S. Marshal Issacs, the EMS Medical Director for the San Francisco Fire Department.

For the next hour myself along with Deputy Chief Hirosky, listened with rapt attention, fascination, and fairly quickly open admiration for an obviously talented physician, but equally obvious strong supporter and admirer of the Fire Department he serves, being San Francisco.

Dr. Isaacs clearly has a broad and encompassing view of emergency medical systems throughout this country. He does, while refraining from disparaging other systems, explain both convincingly from his professional expertise and enthusiasm, a fire based EMS delivery system he's now coordinating for the San Francisco Fire Department.

Attending his presentation the following day, I found him to be extremely knowledgeable in his presentation, very enthusiastic for his work and mission, and an outstanding ambassador for both the San Francisco Fire Department and the City as well.

My best wishes to Dr. Isaacs and yourself as the San Francisco Fire Department enters into delivering another important service to its citizens – a fire based EMS system and a particularly Paramedic engine companies!!

Best regards,

/s/ CHARLIE DICKINSON
Fire Chief

★ ★ ★ ★ ★ ★ ★ ★ ★ ★

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

April 6, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

As I am one of those citizens who does not hesitate to express my displeasure when those in government, local, state or federal, do not carry out their jobs as I feel they should, for a change, I am writing to express my compliments and appreciation.

On "Oscar night," I went to enjoy the occasion with a friend who suffers from muscular distrophy. I won't go into all the details, but her regular home care person and I could not manage to move her back to bed when we failed to get her into her wheel chair, which was what she wanted. We finally called "911," and the Fire Department was sent to the rescue.

The men who came were wonderful: good humored, kind and efficient. They put things to rights in no time at all, and we enjoyed the rest of the visit.

Thanks a million, and we do know that we have a deservedly famous Fire Department!

Yours truly,

/s/ ELLEN KERNAGHAN
718 Wisconsin Street
San Francisco, CA 94107

* * * * *

March 27, 1998

San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Sirs:

I wish to commend and thank the crew from the Fire Department Rescue Team and the paramedics who came to my mother's assistance when I called 911. I appreciate their promptness, calmness adn professionalism.

I called 911 on Tuesday, March 10, 1998. I live at 459 Munich Street.
Sincerely,

/s/ CLAUDIA LIPPI
459 Munich Street
San Francisco, CA 94112

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

April 1, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

In response to an emergency on the night of the 28th of March, 1998, the 911 operator, the firefighters and paramedics, the policemen and women, did an outstanding effort to revive Mr. Tim Won, 948 Jackson Street. Although the effort to save Mr. Won was ineffective, it wasn't the fault of the team.

I want to thank everyone involved in this emergency for their effort and sensitivity.

Please place a copy of this letter in their personnel file. Again, thank you and God bless you.

Yours truly,

/s/ EDWIN WONG

950 Jackson Street
San Francisco, CA 94133

* * * * *

April 10, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

On behalf of the Cauilan family, I would like to express my sincerest gratitude to everyone for their kindness, thoughtfulness and moral support. There were many signs of these; such as your prayers, cards, flowers, university trust fund for the children, dedication to The Gurney Gazette to Reggie, Paramedics, Fire Department and the officers who all attended and escorted Reggie's funeral.

Thank you all very much.

/s/ THE CAUILAN FAMILY

Anabelle, Anthony, Andrew and Rachel
246 Donegal Way
Martinez, CA 94553

* * * * *

5. REGULAR CALENDAR – NEW BUSINESS

A) Letters of Commendation (Continued)

The City of Wichita
Fire Department
City Hall, 11th Floor
455 North Main Street
Wichita, Kansas 67202

April 2, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

I just wanted to tell you "Thanks!" I suffered a heart attack while attending a conference in your city at the Palace Hotel the morning of March 24, 1998. Your EMTs and Paramedics responded in less than five minutes. My blood pressure was crashing when they arrived. They started an IV and supported my vital signs in every way possible. When I mentioned I was having trouble staying conscious during a ride in the stair chair, they converted it back to a gurney and found a freight elevator to transport me down. The attending paramedic was trapped between the corner of the elevator and the foot of the gurney. But ... I was able to stay conscious during the entire ordeal.

Even though traffic was bad during the transport to the hospital, the trip was swift and safe. The doctor at the hospital started TPA. He later remarked on the minimum damage my heart suffered. He credits the swift action of the San Francisco Fire Department with the quick response that minimized the damage and probably saved my life.

Again, thank you for all the help.

Very truly yours,

/s/ JAMES F. BYBERG
Chief of Administrative Services

* * * * *

5. REGULAR CALENDAR -- NEW BUSINESS

A) Letters of Commendation (Continued)

Las Vegas Metropolitan Police Department
400 East Stewart Avenue
Las Vegas, Nevada 89101

April 1, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

As a law enforcement professional, I would like to recognize two of your paramedics, Martha Cody-Berry and Christopher Posey from Station 9. These paramedics responded to a call for service on March 27, 1998, at 1548 Hudson reference my 79-year-old aunt who had lost consciousness on two occasions that morning. Chris and Marty, along with an engine company, responded to our call for help. All personnel responding were very professional and seemed to genuinely care about the well being of my aunt; however, Marty and Chris, specifically, showed great patience with my aunt who was scared, therefore, argumentative. They calmed her down and managed to convince her of the need to be transported to the hospital for further treatment. My aunt was treated as if she was a member of their family. These two paramedics used a great deal of compassion to say the least. I am greatly appreciative for the professionalism of Marty and Chris.

In my years of law enforcement I have witnessed professional fire department personnel who went way beyond the call of duty, but Marty and Chris are at the top of my list. These two paramedics are an asset to your department and represent your department well.

Very truly yours,

/s/ JOHN D. HAYES
Detective

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

City of Philadelphia
Personnel Department
Examination Division
1401 J.F. Kennedy Boulevard, 15th Floor
Philadelphia, Pennsylvania 19102

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

April 6, 1998

Dear Chief Demmons:

I would like to express the appreciation of both the Personnel Department and the Philadelphia Fire Department to you and the San Francisco Fire Department for permitting Captain Nancy Nowicki to assist the City of Philadelphia by serving as a panel member during the Fire Paramedic Lieutenant promotional oral examination held on March 30 and March 31, 1998.

The cooperation and expertise of Captain Nancy Nowicki in helping us evaluate the candidates for this important public safety position constituted a positive contribution towards more efficient municipal government.

I hope that Captain Nancy Nowicki both enjoyed and profited from her experience of participating as a panel member.

I thank you and Captain Nancy Nowicki for your assistance in this endeavor.
Sincerely yours,

/s/ LINDA L. SEYDA
Personnel Director

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

California Society for Hospital Engineering, Inc.
San Francisco Chapter
P. O. Box 3508
Sacramento, California 95812-2508

March 27, 1998

Fire Safety Inspector Milton Yuen
Bureau of Fire Prevention
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Inspector Yuen:

On behalf of the San Francisco Chapter of the California Society for Healthcare Engineering, I wish to extend my sincere appreciation for the presentation you gave at our meeting last night. The audience truly enjoyed hearing about fire safety in healthcare facilities, and you gave valuable insight into what types of incidents can occur in hospitals.

Additionally, I have enclosed an application for membership in the event that you may be interested in joining our organization. I believe your membership would be a valuable asset to the chapter. Our meetings are typically the fourth Thursday of every month. Should you desire to submit your application, you may return it to me. You need not include a check for dues, as the organization will send an invoice at a later date.

Thank you again for your support, and I hope to hear from you soon.

Very truly yours,

/s/ EDWARD P. CRAFT
President, San Francisco Chapter

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Acordia of California Insurance Services, Inc.
525 Market Street, #2200
San Francisco, California 94105

April 7, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

On Monday, March 30, 1998, Firefighter Fernando Juarez came to our office and conducted three separate seminars regarding fire safety.

I am writing to express to you my thanks and to tell you how impressed I was with the professionalism and knowledge of Firefighter Jaurez. He was not only thorough, but also captured the attention of our staff.

On behalf of Acordia of California, I thank you again for Firefighter Juarez' time and expertise.

Sincerely,

/s/ JAMES F. WELLS

Note: A similar letter of praise was
received from Community
Associations Institute

★ ★ ★ ★ ★ ★ ★ ★

5. REGULAR CALENDAR – NEW BUSINESS

B) Retirement Certificate

Reported Award of Honorable Service to the following member:

	<u>Type of Retirement</u>	<u>Years of Service</u>	<u>Date of Retirement</u>
Payroll Clerk Catherine Win	Service	6*	Jan. 24, 1998

*Additionally, she served 9+ years with PPSD (Controller's)

Chief Demmons asked Catherine to step forward. Chief Demmons briefly summarized Catherine's service with the Department and presented the certificate. In discussing her career, Chief Demmons noted that Catherine worked in Controller's PPSD for nine years before transferring to the Fire Department. That experience was of great value as she learned the payroll system from the bottom up, and interacted with city departments – large and small. Thus, when she transferred to the Fire Department on March 9, 1992, she was able to draw on her previous experience to advise and assist her colleagues in payroll, and fire department employees in general.

During Catherine's almost-six years with the fire department she became well known for her friendly and patient manner; her knowledge and reliability; her dedication and punctuality; and her willingness to go the extra step to perform her payroll duties efficiently and effectively.

She will be missed sorely by all those who were privileged to know her and work with her.

We wish her a long and enjoyable retirement!

At this time, Maureen Macillus joined them up front and presented Catherine with a bouquet of flowers. Chief Demmons introduced Catherine to the Commissioners. Catherine introduced her son, James. Catherine shook hands with all the Chief Officers in the front rows before leaving.

5. REGULAR CALENDAR - NEW BUSINESS

C) Public Comment

John Darmanin, member of the San Francisco Fire Department, commented that he was not too sure what he was going to say tonight, if anything. While waiting downstairs he jotted down a few notes, so just bear with me if you can. Thank you for the opportunity to speak here tonight. These words are especially meaningful tonight since I was prevented from speaking at the last Commission meeting. I think that it is ironic that the fire department administration did not allow me to speak that night especially since the topic I wanted to discuss had to do with asking this Fire Commission to expedite the due process that our firefighters in this Department should be afforded, but have not been. At least in my case, and several others that I know of. As it turned out that night, in addition to my due process rights being violated my constitutional right to freedom of speech was also violated that night. It was upsetting to me but I elected not to speak under threat of charges being filed against me, that night. So, I did not speak. The next day I thought about it long and hard and I filed a complaint with the Sunshine Ordinance Task Force, which I am sure you are probably all aware of by now. That complaint is currently being investigated by the City Attorney's office. From what I understand there should be a determination in that matter in a few weeks.

On another matter relating back to the original reason I wanted to speak with you a couple of weeks ago, I would like to thank the Fire Commission for finally scheduling my appeal for the suspension I received back in December of 1997. As you know, that was a suspension that took nearly fourteen months to determine and my appeal will probably be about six, seven or eight months before it is finally resolved. As it stands, it is going to be about six months since the appeal was requested. Again, I know your calendars are full, so I do appreciate finally getting on that calendar.

At this time, I'd like to bring something else that happened recently to your attention. So you understand what I'm talking about I want to give you a little background information. It doesn't go too far back, it is recent events. Chief Demmons commented to President Fernandez-Pifer that if this is a personnel matter under investigation I don't think it is appropriate for him to be addressing ... President Fernandez-Pifer said we'll let him speak, and asked what the nature of his remarks were. Mr. Darmanin agreed with the Chief, this is not a personnel matter. Here is some background: On April 9th I was prevented from speaking, as I mentioned, at this Fire Commission hearing. On April 10th, I filed a complaint against the Fire Department with the Sunshine Ordinance Task Force, which oversees public meetings here in San Francisco. In fact, for the benefit of anyone here, I think the second page on the minutes (calendar) tonight explains how the Sunshine Ordinance Task Force works. A lot of people take that for granted, but it is a right we have as citizens of the United States, from what I understand, and it is overseen by a watchdog committee such as the Sunshine Ordinance Task Force. I exercised my right to file a complaint, and did so on April 10th. Also, on April 10th, the Fire

5. REGULAR CALENDAR - NEW BUSINESS

C) Public Comment (Continued)

Department was cited for serious violations of OSHA law, which included allowing fire department personnel to wear contaminated turnout equipment. These citations came as a result of a complaint that I filed with OSHA last October. On April 11, 1998, I received a letter from OSHA thanking me for bringing these serious violations - their words, not mine - to their attention. An investigation was conducted, several on-site inspections were conducted, and I don't know what you do or don't know about those citations but they were issued, and again the Fire Department was cited on April 10th, this month. On April 13th of this month I was demoted back down to H2 Firefighter. Well! Is that retaliation? I don't know, I guess that leaves a lot of questions, we'll find out. Is it a coincidence? A guess we'll also find out. The thing that disturbs me the most is the manner in which the Fire Department chose to notify me of this retaliatory demotion. On Friday, April 10, 1998, my treating physician ... Commissioner Soulis commented to President Fernandez-Pifer that he didn't think this was appropriate. President Fernandez-Pifer said I think I'm going to let him continue speaking at this point. Mr. Darmanin continued. On Friday, April 10th, my treating physician put me off on disability. On Monday, April 13, 1998, this fire department contacted my home, my 16-year-old son, Christopher, was home alone, and offered the fire department representative another number where I could be reached. The fire department representative declined my son's offer and proceeded to leave an official message with him. That message basically was that per fire department headquarters I was demoted back down to H2 Firefighter, and I was to report to Engine 1, Tour 9, effective immediately, on Tuesday, April 14, 1998. This news was very upsetting to my son, as you could probably imagine. His initial thoughts were that I was fired. He wasn't too sure as to what was going on. He subsequently called me and relayed the message to me. I was upset myself, with not so much the news, as the manner in which it was delivered. I think this conduct, this policy, this procedure, this manner in which I was notified, is outrageous to say the least. What right does the Fire Department have to directly involve my family with a personnel matter, especially one that is as traumatic as someone's father being demoted and/or fired as my son originally interpreted it. A lot can be determined from what I just said right now, but I know that I'm embarrassed for the Fire Department for this happening even though it happened to me, because this is just another example of the treatment that a lot of firefighters, both new and old, have been receiving in this administration. I'm ashamed that it happened; I'm embarrassed for the Fire Department. I came here tonight, and I didn't talk about the two pages I wanted to talk about last week, because that is kind of unimportant right now. What is important is that my family was directly involved by this fire department with a personnel matter that did not need to be relayed in that manner. No written notification. The person who notified me wasn't even my supervisor. It was handled in a very poor manner at the direction of fire department headquarters, and I think it is not appropriate and I think it brings a lot of shame on this fire department and its administration. That's all I have to say.

5. REGULAR CALENDAR - NEW BUSINESS

C) Public Comment (Continued)

President Fernandez-Pifer thanked Mr. Darmanin for his comments. She said she was sorry that his family was involved in this ... matter. Mr. Darmanin responded that he appreciated the President saying that.

Chief Demmons said that he wasn't going to try this case here, but what he said wasn't entirely accurate, and that's the problem when you do things like this ... You get one side of the story ... particularly when it goes out in the minutes of this Commission.

President Fernandez-Pifer reminded the public that this is the Public Comment period and anybody in the public has the right to come before us and speak to us, certainly not on matters under investigation or matters dealing with personnel. The point here is that it appears that the family was involved in this situation, and to that extent, if that did occur, I'm terribly sorry. If the Chief is saying he believes that it is not quite accurate, we will be discussing the matter. So thank you very much for bringing it to our attention. Mr. Darmanin said thank you.

Barbara Thomson commented that she planned to speak to the Commission about her continuing concern about workforce representation, but after the last public comment she explored the Commission, because she has come before the Commission also about issues that she thinks are programmed with how people are retaliated against when they speak up against this administration. She hoped seriously that the Commission would look into these matters, because that is not an isolated situation. I brought another personnel issue to your concern. These are too frequent to be coincidental.

Commissioners, I wrote you on April 21, 1998, in follow up to previous correspondence, and two appearances before this Commission. I intend to come to every single meeting until I can feel confident that you will address the issue of workforce representation, and fair employment practices in the Fire Department. And, I'm here today to ask you again: Do you intend to make this matter a formal item on your Agenda?

President Fernandez-Pifer commented that about fifteen minutes ago she received a copy of a revised letter (from Barbara Thomson), that I think revised some workforce statistics. You probably submitted a copy to the City Attorney. (Ms. Thomson responded affirmatively). President Fernandez-Pifer said we will be working with the City Attorney to look at those statistics and then see from that point on. I don't know what the process/procedure will be at this point, I haven't talked about it with our city attorney. But, certainly whatever issues that you bring before us are issues we will take under consideration and determine whether or not further action is to be taken. This will be done in conjunction with the City Attorney's office. She acknowledged the presence of Deputy City Attorney Marie Corlett Blits, who just received a copy of the same

5. REGULAR CALENDAR - NEW BUSINESS

C) Public Comment (Continued)

revised letter. So, if there aren't any further submissions that we need to take under consideration, I suspect that is ...

Ms. Thomson said that the item that was faxed to the City Attorney and given to Deputy City Attorney Marie Blits tonight, are the last items of correspondence. She is concerned, however, because she learned that the intention is to bring the 97th class in on May 11th. And absent a public policy from this Commission about workforce representation, she is concerned that the trends that are taking place, and have taken place to date, will continue to proceed with that class. She implored the Commission on this item also to make this an item, or she's afraid it will go unchecked.

President Fernandez-Pifer said we might have other questions. We have looked at the documentation, obviously. We might have questions tonight, or probably in the future when we look at it with the City Attorney. So, we're not prepared to respond to it. At first glance it does appear to raise several questions and issues with us. How we will proceed, what format or forum is another issue. I think we have a question from Commissioner Nakajo.

Commissioner Nakajo sought some clarification, noting that the Commission has received a packet of materials earlier, and that at the bottom of the charts it is typed: "prepared by Barbara J. Thomson." Is this information that you analyzed or is it information that has come from the Department and you analyzed. Ms. Thomson replied that depending on the footnote. If the footnote represents that it is a fire department document from their workforce statistics, as it sets forth for example, or if it indicates the City and County Civil Service Commission, a memo or, for example, if it has to do with hires, generally those source documents are referenced at the bottom of the statistics. If you have any particular questions I'd be happy to respond to them, absent my typos I think they are intact. I've received some documents, which by the way I have to make a public records request for every time I want to receive a workforce analysis. I can't just get that through the Department, it has to be in writing. Those are issued on a monthly basis.

Commissioner Nakajo thanked her for that point of clarification, as every one of these documents has your name on it. The other question I have is in reference to a letter you wrote to Louise Renne, City Attorney, on April 22nd, where you mention the underrepresentation of Asians. Ms. Thomson said she spoke about the underrepresentation of Asians because she thinks it is the most severe, but in the charts that I've given to you at other meetings which you received with your Agenda packets, you can see from the bar graphs, and from the representation I made, that Hispanics are also underrepresented.

Commissioner Nakajo asked Ms. Thomson if she was representing the Asian Firefighters. Ms. Thomson replied in the negative. She is representing no

5. REGULAR CALENDAR - NEW BUSINESS

C) Public Comment (Continued)

one in this matter. This is something that she has pursued for over two decades. She really believes that this Department can be diversified. Commissioner Nakajo said that was fine and he just wanted to make a point of information and in terms of who represents Asians he would simply like to see those employee organizations come up and let the Commission know of their concerns, as well ... He is aware that the Asian firefighters, Black firefighters, and Latino firefighters are represented (by employee organizations). Commissioner Nakajo had another comment concerning the letter to Louise Renne. There is some real strong statements, I don't want to take them out of context ... The second paragraph mentions "... Race-conscious decisions are being executed to hire and promote candidates of a particular race, although no underrepresentation exists for that racial group." The fourth paragraph talks about "... Even though they ranked higher on Eligible List E-32, these qualified eligibles were denied the opportunity to earn an annual income of nearly \$40,000 - simply because of the color of their skin." And it goes on to talk about the underrepresentation of Asians, and that is why I asked you that question. It talks about the African American representation being 132 percent (of availability). He is a little confused because he really doesn't know what she is saying. I understand about underrepresentation, but are you trying to say one group is being underrepresented while another group is being overrepresented. Is that what your position is?

Ms. Thomson said her position is a continuum from when I first came before you. It is, comparing workforce representation with availability that the City has identified it for City departments, which is labor market availability for San Francisco, and when Asians are compared to labor market availability for San Francisco and their representation in the San Francisco Fire Department, they are just under 55 percent of that availability number, and when you compare that to African Americans it is 132 percent of that availability number. When you look at it for Hispanics it is only 94 percent of that availability number.

Commissioner Nakajo said again he wanted clarification because he was being lead to believe by reading this, in my analysis that you're saying something greater than you're stating over here. Some of it sounds like you're talking about an overrepresentation because you use the words consciousness in terms of a particular race group; denial because of a certain skin color, concerns me so I appreciate your clarification on those comments that I made.

Vice President Roff inquired if it was Ms. Thomson's assertion that this Department has not diversified in recent years? Has not come into compliance with the Consent Decree? Has not made progress in becoming more representative of the City as a whole?

Ms. Thomson replied that it is her assertion that this Department continues to add women and minorities to its workforce, and because the objectives

5. REGULAR CALENDAR – NEW BUSINESS

C) Public Comment (Continued)

stipulated by the court for simply for minorities as a total, and women as a total, there has not been the dedicated effort to the full representation of minority groups as they are representative in this City. And that is my concern. Because unless this Department is going to consistently stay under court ordered monitoring it has to take the initiative to try to diversify parallel to what San Francisco looks like.

Vice President Roff said by your figures more than 35 percent of the new hires in this Department since 1996 are Asian Americans. I need to have further analysis. Clearly there would be questions that need to be posed to the City Attorney. You have raised issues in a fairly broad way that somehow do not seem to be sustained by your own numbers. We need further discussion.

Ms. Thomson said she welcomed your formulating questions.

Commissioner Soulis said we reached our goals, are you saying we haven't reached our goals? That the judge was in error by releasing us from the Consent Decree. Do you have a problem with the judge's decision? Is that what this is about.

Ms. Thomson said that first of all the judge never looked at individual racial representation in the Department. The judge looked at total minorities. For example, Asians and Filipinos are combined within the Asian category. The State of California, in their non-discrimination program, for contractors, for example, insists that those be separately identified. In fact, the Department identifies them separately in statistical summaries because that is the intention of the City. All other departments look at Filipinos as a separate group. I think it was probably appropriate for the Court, given the time period when that Consent Decree was implemented. What I'm saying we're in 1998. We are not looking at total numbers. We are looking – I would like to think – that this Department reflects the City and County of San Francisco. And that doesn't mean a skewed representation in any ethnic group. It means fair and equitable.

Commissioner Soulis said that I can assure you that our outreach has been to everyone in the community, and we have no control over who applies for employment. Ms. Thomson said she didn't disagree with that.

Commissioner Soulis said that when we put out the notice that we're hiring and if people don't choose to apply we have no control over that ... what you are saying in your figures, you're basically saying we are hiring too many Blacks and not enough Asians.

Ms. Thomson said if that is your understanding then I have misspoken. If you take a look at these analyses for qualified applicants, I should say qualified

5. REGULAR CALENDAR - NEW BUSINESS

C) Public Comment (Continued)

eligibles who have passed the exam, you will see how very representative they are by looking at the top line. What I'm concerned about is the bottom line. Outreach is not the issue. Commissioner Soulis said it is 35 percent as stated by Vice President Roff. Ms. Thomson said no, it is not 35 percent. Commissioner Soulis said that is what your figures say for Asians since 1996 - 35 percent of the hires.

President Rosemarie Fernandez-Pifer said the issue is parity, compared to workforce availability. I understand what you are saying. How we will entertain this and in what forum is a whole other matter, and also I believe that in terms of the data that is available to us, provided by us to you and then given back to us from you. So, I don't think the issues are all ... How we will handle it and the action, if any action need be taken ... But you can see that there have been a lot of questions generated ...

Ms. Thomson thanked the Commission for its very concerted attention to this matter, and I can tell from the questions that you have taken a look and studied the data. I'm most appreciative. Thank you for that leadership.

Chief Demmons indicated that he has seen some of the documents which were submitted, and for instance, for two decades he knows, and he saw one document that was presented to the Commission when he happened to be away, and said that you were involved in the Consent Decree, and some of the other things you stated. As a named plaintiff, and a person that has helped document and draft the Consent Decree, and I never saw or heard of your name until three years ago when you were representing an individual in this Department. I'm just curious, in terms of you've been monitoring for 20 years, you've been involved for 20 years, and I haven't seen you until my administration. I'm just curious, what was your involvement all those other years, under all those other administrations?

Ms. Thomson said, Chief, I'm sorry but I must correct you. You have misstated what I have indicated in my correspondence because I was not involved in the Consent Decree. For the past 20 years, I have, however, been involved and interested in this effort. Twenty years ago, I challenged non-job related qualifications on the announcements, I went to all of the meetings pertaining to the validity of the testing. I know you were there and I was there. You don't remember me obviously, but I'm sorry about that. As I stated before with the Commission, my interests began in the 1970s when I worked for Commissioner Del Carlo, as an advocate for Hispanic employment rights, and that is where I began really looking at artificial barriers to Latinos getting into the Department. It dismays me that they are at 94 percent of availability today. I don't think that has to happen, I think public policy has to direct that doesn't happen.

5. REGULAR CALENDAR – NEW BUSINESS

C) Public Comment (Continued)

President Fernandez-Pifer said I think the point is not whether you were involved for 20 years or 20 days, the fact of the matter is it is an issue put before us, and we have read the materials ...

Commissioner Roeca said he appreciates Ms. Thomson's interest, and I can assure you that the Commissioners want to see a very diverse department, a Department reflective of our community, and I think the Department is striving in that direction.

Ms. Thomson thanked the Commission for taking it so seriously, she really appreciates it.

Michael Harris asked to respond to a couple of things that were just stated. One, you have been invited to compare the workforce to the labor market availability, which is generally what is done in traditional Title VII type cases when you make an analysis. But in this particular department you are in a Stipulated Order that has been signed by Judge Marilyn Patel that requires you to use the applicant pool for your entry level hiring as your goal. And so, what she (Ms. Thomson) is suggesting that you should do is an inappropriate thing to do. You are required under that agreement (Order) to use as your target, as your goal for hiring, the applicant pool that is available. Although traditionally that is something that is looked to as a measure of how well an affirmative action program is doing, in this particular department at this particular time, it is not the appropriate source. Another thing he wanted to address was that he is not sure how she (Ms. Thomson) reached the conclusion that Judge Patel never looked at the individual minorities, because being present at the oral argument that was presented to the judge, and having read her opinion, I don't ever recall any statement like that being made by the judge. I'm puzzled by where that is coming from, because I was at the hearing, and I know that is not something that she ever said. I just wanted to clarify those things: that you are required under the Stipulated Order that is still in place to conduct hiring a certain way, and that should be what guides you in how you analyze the performance the Department has done so far. I'm at a disadvantage at this point because I have not seen her numbers, so I can't address or talk about what she said, and I'm not really clear what her critique is. I do want to make a point that the (Stipulated) Order of the court is still in place, and is still binding on how you go forward in your hiring and in your promotions.

President Fernandez-Pifer thanked Mr. Harris for his comments and said it is the reason why we are requesting discussion with the City Attorney's office in terms of how we handle that information and in what forum, because certainly there are a lot of questions and there is going to be a lot of conflicting information coming to us, and we are appreciative. We are under specific direction and guidance from the court that we cannot undermine. How we handle

5. REGULAR CALENDAR - NEW BUSINESS

C) Public Comment (Continued)

it is going to be another matter, if any action needs to be taken. Certainly, the guidance of the City Attorney will be key in any commentary or any information that is given to us whether it is from Barbara Thomson, or whomever, we do want to make sure that we abide by the court's Order and I appreciate the fact that you were there and you were one of the litigating attorneys. And I appreciate the fact that you were here in the audience and were willing to clarify certain matters.

Commissioner Nakajo commented that he very much appreciated Mr. Harris taking the opportunity to come up and provide that kind of information because this Commission needs all the information ... Again, it gets very confusing if you just sit up here in our position and get all this stuff and make a judgment. I appreciate everyone who comes in here.

Commissioner Soulis asked Ms. Thomson if she would make her report available to Mr. Harris. Ms. Thomson said of course.

Ms. Thomson said when she came before the Commission initially she said her concern was that this Department not stay under court monitoring or Stipulated Order, or more litigation. That Stipulated Order should expire in November of this year. What I'm asking you to do is not be reactive but be proactive, and I believe those were my statements to you back in February. And though I can appreciate that this Department is under a Stipulated Order following a Consent Decree, we want to move into the new millennium here, and in my mind make this Department reflective of San Francisco.

Commissioner Nakajo thanked her for the information and it is almost like preaching to the choir ... Ms. Thomson said she just did not want to leave you with the misrepresentation that this would go on forever.

President Fernandez-Pifer said we understand that because we were all present when the judge allowed us to move forward without the benefit of the Court Monitor and Special Master. Her marching orders to us were very specific about how we would be approaching or handling ... or EEO practices internally after what we hoped would be the end of the court order. That is something that we have very serious responsibilities for ... on what happens afterwards for the Department to maintain the diversity ...

Commissioner Roeca said he believes that this Commission has been proactive.

Larry Bradshaw, Paramedic, San Francisco Fire Department, indicated that a number of paramedics came to the meeting tonight to alert the Commission and Chief to their concerns about the workload on the 24-hour shift.

5. REGULAR CALENDAR - NEW BUSINESS

C) Public Comment (Continued)

We are not really sure that the Chief and Commission are aware of the problem. There seem to be a lot of filters in the chain of command of the Department. I am just speculating, I don't know if it is because people don't want to talk about their problems in the Department under their purview, or people are trying to put the best possible face on the Emergency Medical Services/Fire Department merger, and don't want to talk about the problems. I want to alert you to a potentially serious problem and that has to do with the workload and the 24-hour shift. The problem is not the 24-hour shift - actually there are some positive benefits to that shift. Because the paramedics are working 20 percent more hours, we have actually increased the number of ambulances, so we are actually staffing more ambulances than we were able to do in the Department of Public Health (DPH). The problem is regularly - particular on units downtown - these units are running 18, 20, 22, sometimes 24 hours, on a 24-hour shift. We have only been doing this for two months so I can't give you any definite, quantifiable data. All we can do is give you our experiential data. What we have experienced is exhaustion when you are working on your 20th hour of your 24-hour shift, especially when you enter your third or fourth shift in your rotation. We believe this creates a potential for increased clinical errors, you are not functioning at your highest level in the 22nd hour of your shift. It increases the potential for driving accidents, for injuries - both to paramedics and to citizens. It also leads to increased discipline problems. We believe this is negatively impacting the morale of a significant number of paramedics. We now have members who have injuries on the job, who have never had injuries before. We have people who have had accidents, who never had accidents before. We have people who are having discipline problems, who have never faced discipline before. I can't say conclusively that these are the results of the excessive workload in the 24 hours, they may have happened anyway. I think that a reasonable person would conclude that there is a likelihood that this kind of a call volume could contribute to those. I think you will agree that this kind of workload is unreasonable, and I would just encourage you, if you have any doubts, or if you want to experience this firsthand, please come down and do a ride-along on Medic 1, 3 or 7 ... I would really encourage you to do a ride-along to see what we are talking about. The Department's response has been they are looking at the problems and trying to compile some data. I agree that is important, I think that everyone acknowledges that this current call volume is untenable for any extended period of time. I understand the Department is going to ask for two additional ambulances for next fiscal year. We don't believe this will adequately address the problem. We believe the real solution will be more ambulance resources. I think we are going to be back before the Commission debating that issue. There are a number of stop gap measures that can be implemented. This is not the forum to go into detail - we have a committee, we are working with management to do that. I would like to encourage the Chief and Commission to be open. A number of the solutions that would make it more tenable in the short term until we get more resources, are things that are very different from the normal

5. REGULAR CALENDAR - NEW BUSINESS

C) Public Comment (Continued)

operational constraints in the Department. We are asking you to be open and flexible in your thinking when we propose some of these solutions. In conclusion, I noticed in reading the Calendar that some of the three big ticket items on each Consent Calendar are accidents, disability injuries and discipline. I think with the current 24-hour shift for paramedics, I can almost guarantee you are going to have a disproportionate number of paramedics for injuries, accidents and for discipline problems. I think it is unfair to set up a system that will create that environment and hold those individuals accountable, let's work together to create a system that doesn't set people up to fail. I encourage you to seriously consider increasing ambulance resources and to look at some innovative, short term, stop gap measures.

Vice President Roff commented that he (Mr. Bradshaw) mentioned the ambulances in the downtown area and wondered how many calls would they respond to in a normal 24-hour shift. Mr. Bradshaw said the average was between 15-18, and it is not unusual for people to respond to 20 calls. There are some people who work Medic 1 and 3, and they will also comment and they can address it much better. I work in an outlying area, actually one of the better stations, which is Station 18. People look at that as a model of what they're aiming for. It is pretty border line there. We come on duty at 8 o'clock and we're in service pretty much until 11 or 12 o'clock (midnight), running calls, doing drills, station duties, and then we usually get two calls, and sometimes two or three after midnight. This is more livable than downtown, but it is not something I can do on a long term basis for months, let alone years. I don't see anything around it other than increasing the ambulance resources. You can put more rescue captains out there, and you can put paramedics on fire engines, those both will enhance the system, but they won't address the call volume on the ambulances.

Thomas Rohan, President of the Paramedic Chapter for Local 790. He stated he was a paramedic at Station 1. The last shift he worked 14 calls in 24 hours. The only reason I didn't work more than that is because my captain is concerned enough about my welfare that he insists I take two hours, and he shuts my ambulance down. That in turn puts other paramedics on more calls. The Department has made an incredible effort to integrate us into the system. We have never been involved in a system such as the Department runs. Chiefs Demmons, Condon, and Gamble have all worked with us, the command staff has worked with us. But there is a stop or filter that has occurred at the Emergency Medical Services (EMS) Division. In our contract we are required to provide information to the Department regarding our work conditions, and the Department is required to provide us with numbers. The EMS Division has made it impossible for us to get the raw data. They'll give us numbers that they'll want us to have but they won't give us the full numbers. To give you a typical example of my day: I come on at 8:00 a.m. I do few stations duties, but I'm not on the station chart. The officers and firefighters don't believe I should be on the chart because I'm not there. They don't ask me to cook because I

5. REGULAR CALENDAR - NEW BUSINESS

C) Public Comment (Continued)

can't be relied upon to cook the food. I'm gone from 8:00 a.m. to midnight. I may get a two-hour break in the afternoon, if we get back to the station, or if my captain tells the dispatch center that I'm out of service, or I'm told to return to the station. If it were not for that opportunity I wouldn't get back there. I worked in Oakland in 1989. I was one of two ambulances in Oakland, I worked a 12-hour shift. I ran 16 calls in 12 hours, and at the end of twelve months you couldn't have gotten me back on an ambulance - I quit. The DPH in 1989 hired Dr. Charles Saunders to run the Paramedic Division. At that time, when the call volume was 60,000, he requested 24 ambulances, 24 hours per day. It's 1998, the call volume has gone up to 70,000 and we're running with 16 ambulances, 24 hours per day. This is absurd. I can't provide you the care that needs to be given. You are asking me to make life and death decisions to care for these people, you are asking 160 paramedics to do this job when we don't have the resources.

Vice President Roff asked if the increase in the number of calls is something recent, is there something aberrational about it. Mr. Rohan said no, there is a growing area. Fortunately, San Francisco has been increasing its economy, work has improved. We have decisions being made about homelessness, that we're dealing with homeless situations that we don't have the cash resources for it. This is not a problem that the Fire Commission can address. However, we've got to have some more people. I need more ambulances. I can't ask my co-workers to go out there and run like this. I have people who have lost 20 pounds in 60 days. I have people who are sleep deprived. I have people who aren't showing up to work. There is a paramedic who has been with the City 17 years, never missed a day due to illness and now is a discipline problem. I can explain it. It's because the call volumes are unreasonable. Sixteen ambulances isn't going to do it. We have per diem employees. The EMS Division has made the decision that we can't hire all these people full time. We need some help. The plan was set up to improve patient care, and it's not happening. We're ... the number of ambulances but by the time 1:00 a.m. rolls around my decision making process starts going downhill.

Commissioner Roeca thanked Mr. Rohan for his comments and asked if they were on 24-hour shifts in DPH. Mr. Rohan said no, he was on a 12-hour shift and a 10-hour shift. Commissioner Roeca said he thought Mr. Rohan mentioned a 24-hour shift in his presentation. Mr. Rohan said that Dr. Saunders in his proposal requested 24 ambulances, 24 hours per day - 24 ambulances on 10 or 12-hour shifts for the whole City. In DPH he worked from 5:00 p.m. to 5:00 a.m., three days in a row. Then he worked one 8-hour shift every two weeks for a total of 40 hours per week, and 80 hours per pay period.

Commissioner Roeca asked what his current shift is. Mr. Rohan replied 24 hours, just like the firefighters. The firefighters, I can't say enough about them. I can't ... taped turned. We are dealing with an impossible situation

5. REGULAR CALENDAR - NEW BUSINESS

C) Public Comment (Continued)

and I'm appealing to you to appeal to the Board of Supervisors because they don't seem to believe us, we need more money. They want to provide health care, we want to provide great patient care, we need the staff and ambulances to do it. If that means we have to increase the number of people going to paramedic school within the Department; if it means we have to get more paramedics in, we need more ambulances, as well.

President Fernandez-Pifer asked if there is also an issue with the work shifts which should be addressed immediately - the length of the shifts. Mr. Rohan replied that the length of the shifts would not be intolerable if we could deal with a reasonable call volume. You can't look at call volume based on the number of responses - you have to look at hours worked. Someone who works at Station 18, it takes them an hour and a half to two hours to complete a call because if they run from Stonestown and have to go all the way over to Pacific Medical Center it is quite a drive at 5:00 p.m. We are also trying to integrate into the Fire Department, to be part of this family, by doing the drills, by being available to respond on multiple alarm fires, to assist with rehabilitation of firefighters to keep them up and healthy. We want the system to work, we just need some more resources. President Fernandez-Pifer asked what happens if the resources are not available. Mr. Rohan replied I think what you will see is a continuation of the problem - more injuries. President Fernandez-Pifer asked if there were any alternatives other than additional resources, such as changing shifts. Mr. Rohan said you are dealing with a growing number of calls and a static number of people. Changing the shifts will not entirely address the problem. The City Attorney has mandated that we send an ambulance to everybody who calls 911. This is a whole other issue that we should not probably get into here. We are dealing with 70,000 calls per year. The paramedics want to make this work, it is just a matter of numbers.

Jonathan Frank, Paramedic, commented that he worked at Station 7 - the only ambulance in the Mission district. Many of his remarks will substantiate what TK (Rohan) said. I have a little more to say about shifts. Before that, I would like to address this group because it is a special opportunity to step pass the chain of command, if you will. This reorganization which we have undertaken these last few months has been dramatic and very profound for both sides - Fire Department and EMS Division. I would like to express this: the people who are most involved intimately in the design of this reorganization and in the implementation are also dependent on to assess it and identify that's a good idea. I think an organization this size and with this kind of mission needs to go beyond that and an assessment has to take place beyond those people who have developed a vested interest in making it work no matter what - making it work this way no matter what. I think we need to bring the same voices into the assessment in the next three-month period which is coming in just a few weeks. The three or six month assessment should be done by the

5. REGULAR CALENDAR – NEW BUSINESS

C) Public Comment (Continued)

community and people who got involved initially – the medical community, the public should assess this to see how it is working.

Regarding the 24-hour shift, I think it is a key issue. I am speaking as an individual here. What the Paramedic Division brought to the table was a seasoned and mature group of paramedics that was unique in the nation. We have a unique expertise level – an average time on the job of 15 years. In order to sustain this work for that period of time we are going to have to see some serious changes. Personally, I am not able to function this way for very long at all. I am in a continuous state of recovery. I am on 24 hours and "Off" for 48 hours and then on another 24 hours. I am not really off for 48 hours because I am recovering. I am recovering for 48 hours, I am taking advantage of my wife, I am taking advantage of all the people around me to help me recover so that I can get back to work for another 24-hour watch, so I can run calls basically for 24 hours. That is what I am doing. It is not something I am able to do for a long period of time. It is something I am committed to do now because one of the things we are involved in is some initial training and orientation in the Fire Department, the Fire Department requires that we really be on the exact same groove as the firehouse where we are located. That has some value but that can't go on for long. Getting that basic training is part of the good news, and the Fire Department has personally welcomed me very warmly and I have no problems with that. My diastolic blood pressure is up 20 points; it had been the same from age 14 to 50. It is now up 20 points, and my systolic is up 10 points. I can hear the clock ticking; I cannot do this forever or even for the next 10 years which is what I intend to do. I am here to bear witness to the fact that there are other solutions. The 24-hour shift is not a sacred cow, and it should be looked at with a jaded eye. I have always said that what makes this organization work is input from people who are doing the job and we need to get that now in the assessment period, during the six months of this process. I think a variety of shifts is not only possible but inevitable. Some of us are going to have to run at a sprint to get the job done, and you cannot do that for 24 hours.

Lorrie Beth Slonsky, Paramedic, referenced "The Gurney Gazette" and gave one to each Commissioner (at the end of her remarks). She hoped the Commissioners were well and safe and noted it has been a long time since she addressed them. Then, as now, her concern is for a healthy workforce as well as providing excellent patient care. With any change there comes accommodation, and accommodations we have made. The paramedics have changed their uniform, day-to-day operations, increased their job duties with unrelated medical duties. We lost our dedicated medical channel and our talk around. We are responsible for reading material that is not made readily available to us. We have to scrounge up basic medical equipment, for example, extension tubing; we work 24-hour shifts, and our call volume has increased. This is only a smidgen of the stresses that we have encountered. For the record this is all on the

5. REGULAR CALENDAR - NEW BUSINESS

C) Public Comment (Continued)

heals of the death of one of our paramedics who worked for DPH for 24 years. So, it is stressful, very stressful. I have worked the downtown stations - 1, 3, and 5, and a few others, and I am concerned about the merger as well as my co-workers, and about the quality of patient care, especially after midnight. There is a joke going around, at San Francisco General Hospital the nurses are saying what happens after 2:00 a.m. - is there a general order that came down which said there are no IVs to be started after 2:00 a.m. We all kind of laughed and joked about it, but there is some reality to it. That is scary; that's not anything I'm proud of, and if you do come ride-along with us you'll get a little taste of that. I wouldn't say anything more about that unless it was off the record. So, apparently there need to be solutions to be looked at. One thing that management, I think, is looking at is increased Rescue Captains. I find that appalling. They do not transport. Whatever they do they are not caring for or transporting patients. So, as soon as that comes in front of your Board (Commission), that will be something we have a say about. They are looking at a way to dispatch calls; they are trying to find a way to dry up calls; i.e., not send ambulances. We are a City service. We need to respond to people on medical calls. At the end of this transition period they were going to look at one Paramedic and one EMT system which is the lesser of a system, and I think they are going to try implementing that sooner than later. Again, this merger was supposed to be about an increase, better medical care, medical system, and this certainly is just looking to try to struggle and stay above water. Please consider more ambulances for treatment and for transport. Also, flexibility like Larry (Bradshaw) brought up; to have some sort of flexibility in all of this. Referencing "The Gurney Gazette," she noted that the first three pages give you a feel as to what is going on. She thanked the Commission and Chief Demmons.

President Fernandez-Pifer thanked everyone for their comments this evening.

There being no further business to come before the Commission, the meeting was adjourned at 10:55 p.m.

Raymond G. Connors
Secretary

No. 98-15

JOURNAL OF PROCEEDINGS
(MINUTES)

FIRE COMMISSION

Special Meeting - Wednesday - May 6, 1998 - 6:00 p.m.

260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:
President Rosemarie Fernandez-Pifer
Vice President Hadley R. Roff
Commissioner Stephen A. Nakajo
Commissioner Russell S. Roeca
Commissioner Ted N. Soulis

Richard E. Condon - Acting Chief of Department

The meeting was called to order at 6:08 p.m.

2. PUBLIC COMMENT

No comments were made by the public.

2011-2012

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QUALITY ASSURANCE
TRAVEL CLUB

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3. CLOSED SESSION

A) Suspension Appeal Hearing, and Commission Deliberations

(Cont'd from Meetings of 02-27-97, 03-27-97, 07-10-97, 09-11-97, 09-22-97, 10-20-97, 11-25-97, 12-16-97, 01-08-98, 01-22-98, 02-19-98, 03-12-98, 03-26-98, 03-28-98, 04-14-98 & 04-23-98)

In accord with Section 4001.4. of the Rules and Regulations, reporting that Battalion Chief Federico Sanchez, Battalion 6, has appealed his ten calendar days of suspension for the period February 18 through 27, 1997. He was suspended for violations of the Rules and Regulations as follows:

- *Section 2801 - Officer - Unfamiliarity with policies
- *Section 2802 - Officer - Responsible for enforcement of Rules & Regulations
- *Section 2808 - Officer - Shall interest themselves in welfare of subordinates
- Section 3935 - False Reports and False Testimony
- Section 3956 - Acts Detrimental to Welfare of Department (Renumbered as 3922)
- *Section 4009 - Obstructing an investigation
- *G.O. 95 A-64 - Reporting procedure for reporting possible EEO violation

*Dismissed

Appearances:

Martin Gran, Deputy City Attorney, represented the Department. James Lassart, Esq., represented Battalion Chief Sanchez, who was present.

Marie Corlett 8lits, Deputy City Attorney, represented the Fire Commission.

President Rosemarie Fernandez-Pifer announced that the Fire Commission was going into Closed Session for the purpose of hearing and deliberations. The Commission was in Closed Session from 6:11 p.m. until 6:55 p.m.

Open Session:

The Commission reconvened in Open Session at 7:18 p.m. Commissioner Roeca moved, seconded by Commissioner Soulis, that the Commission disclose part of its discussion and decision held in Closed Session, which concluded as follows:

3. CLOSED SESSION

A) Suspension Appeal Hearing, and Commission Deliberations (Continued)

Suspension Appeal Hearing, and Commission Deliberations (Continued)
(Cont'd from Meetings of 02-27-97, 03-27-97, 07-10-97, 09-11-97, 09-22-97,
10-20-97, 11-25-97, 12-16-97, 01-08-98, 01-22-98, 02-19-98,
03-12-98, 03-26-98, 03-28-98, 04-14-98 & 04-23-98)

1. The Commission upholds the determination by the Chief of Department that Battalion Chief Federico Sanchez violated Section 3935 of the Rules and Regulations; and,
2. The Commission upholds the determination by the Chief of Department that Battalion Chief Federico Sanchez violated Section 3956 of the Rules and Regulations.

Voting "Aye"

Voting "Nay" (None)

3. The Commission finds that, given the Commission's dismissal of five of the original seven charges, and given mitigating circumstances, the original ten (10) day suspension should now be reduced. Pursuant to the Charter of the City and County of San Francisco, Appendix A, Section A8.343, the Commission hereby orders Battalion Chief Sanchez reinstated with pay for eight (8) of the original ten (10) days of suspension, and orders that he retain the remaining two (2) days of suspension without pay.

Voting "Aye" · Hadley R. Roff, Vice President
Stephen A. Nakajo, Commissioner
Russell S. Roeca, Commissioner

Voting "Nay"

Rosemarie Fernandez-Pifer, President (Footnote: voted for a written reprimand in lieu of a suspension)

Ted N. Soulis, Commissioner (Footnote: voted for retention of the original 10-day suspension)

4. ADJOURNMENT

There being no further business to come before the Commission, the meeting was adjourned at 7:25 p.m.

Note: Above represents summary of events.
Court reporter recorded entire proceedings.

Raymond G. Connors
Secretary

1. The first item on the agenda was the report of the Finance Committee. The report was presented by Mr. [Name] and was well received by the members.

2. The second item was the report of the Education Committee. This report was also presented by Mr. [Name] and was discussed at length.

3. The third item was the report of the Health Committee. This report was presented by Mr. [Name] and was also discussed at length.

4. The fourth item was the report of the Social Services Committee. This report was presented by Mr. [Name] and was also discussed at length.

5. The fifth item was the report of the Housing Committee. This report was presented by Mr. [Name] and was also discussed at length.

6. The sixth item was the report of the Parks and Recreation Committee. This report was presented by Mr. [Name] and was also discussed at length.

7. The seventh item was the report of the Public Works Committee. This report was presented by Mr. [Name] and was also discussed at length.

8. The eighth item was the report of the Planning Committee. This report was presented by Mr. [Name] and was also discussed at length.

9. The ninth item was the report of the General Services Committee. This report was presented by Mr. [Name] and was also discussed at length.

10. The tenth item was the report of the Mayor. The Mayor's report was presented by Mr. [Name] and was also discussed at length.

JUN 08 1998
SAN FRANCISCO
PUBLIC LIBRARY

No. 98-16

JOURNAL OF PROCEEDINGS

(MINUTES)

FIRE COMMISSION

DOCUMENTS DEPT.

JUN 08 1998

SAN FRANCISCO
PUBLIC LIBRARY

Regular Meeting - Thursday - May 14, 1998 - 6:00 p.m.
260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:

Acting President Hadley R. Roff
Commissioner Stephen A. Nakajo
Commissioner Russell S. Roeca

President Rosemarie Fernandez-Pifer and Commissioner Ted N. Soulis
were excused for business reasons.

Robert L. Demmons
Richard E. Condon
Harold E. Gamble
Lorrie A. Kalos

- Chief of Department
- Deputy Chief - Operations
- Deputy Chief - Administration
- Assistant Deputy Chief - Support Services

Chief Officers - Firefighting Service:

Daniel E. Barden
James R. Cavellini
David A. Frisella
Ray Balzarini
Richard C. Shortall

- Division 1
- Division 2
- Division 3 (Acting)
- Division of Airports
- Emergency Medical Services (Acting)

2. Adoption of the minutes of the Regular Meeting of April 23, 1998.
Commissioner Roeca moved and Commissioner Nakajo seconded.
There were no questions or discussion and the minutes were adopted as
presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "J") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A) Retirements

Communications received from Retirement Board indicating the following members have retired:

			<u>Retirement Date</u>
Shannon, Victor M.	H50	Assistant Chief	Service
Allen, Samuel D.	H20	Lieutenant	Service
Barney, Ronald R.	H20	Lieutenant	Service
Lucier, Frank J.	H20	Lieutenant	Service
Neil, James H.	H20	Lieutenant	Service
Curtaz, Richard	H2	Firefighter	Service
Hackmeier, William J.	H2	Firefighter	Service

(Note: Retirement Certificates will be presented at Fire Commission meeting of June 25, 1998)

B) Monthly Report - Training

Submitting monthly report from Division of Training for April, 1998.

C) Return to Former Classification

Reporting that Permanent Exempt H19 Operations Training Supervisor, Airport, John F. Darmanin has been returned from his exempt position to his permanent position of H2 Firefighter, effective April 13, 1998.

D) Return to Former Classification

Reporting that Permanent Exempt H28 Lieutenant, Division of Training, Michael Jones has been returned from his exempt position to his permanent position of H20 Lieutenant, effective March 30, 1998.

3. CONSENT CALENDAR

E) Provisional Appointments

Reporting the following PROVISIONAL appointments:

EFFECTIVE DATE - APRIL 22, 1998

1220 Payroll Clerk

Qaiser M. Shaikh
(vice: Catherine Win,
retired)

EFFECTIVE DATE - MARCH 30, 1998

Sheila Reid
(vice: Transfer of function
from SFGH as 1426;
approved in SFFD
budget as 1220)

F) Resignation

Submitting resignation of the following:

1232 Training Officer Phillip Morris,
effective close of business December 29, 1997.
(Resigned in order to accept permanent 1232
position at DPW.
Approximate length of service - one year.)

2532 Paramedic Ed Geronimo, effective close of
business April 20, 1998.
(Resigned with satisfactory service.
Approximate length of service -
12 years as paramedic.)

G) Leave of Absence

Submitting request for leave of absence without
pay from 2534 Paramedic Supervisor Ehrhardt
Groothoff, for one and a half months (family
care), July 1 through August 16, 1998.

3. CONSENT CALENDAR

H) Accidents

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

	<u>Accident No.</u>	<u>Date</u>	<u>Serial No.</u>	<u>Category</u>	<u>Recommendation</u>
B.F.P. Drv: Firefighter Fernando Juarez	97-8-190	04-02-98	370	B	8111
Cause: BPF vehicle was stopped at a red light when another vehicle backed into it					
Truck 7 Off: T/Lt. Jeanne Seyler; Drv: FF Ernest Grays; Tlr: PX David Hawkins	97-B-191	04-04-98	614	A	File
Cause: Backing up - Trk 7, while backing up, struck Station 7's door frame					
Engine 36 Off: Lt. Gerald Scullion; Drv: FF Kevin Kramer	97-8-192	04-08-98	504	A	File
Cause: Misjudged clearance - Eng 36, while passing a vehicle, struck a parked vehicle					
Engine 36 Off: Lt. Gerald Scullion; Drv: FF Kevin Kramer	97-8-193	04-08-98	504	C	File
Cause: Oversteering - Eng 36 was attempting to make a lane change when the driver oversteered to the right to avoid a car that abruptly stopped, causing Eng 36 to strike another vehicle in the outer lane					
Engine 31 Off: T/Lt. William Clark; Drv: FF Krista Smith	97-8-194	04-11-98	586	A	File
Cause: Backing up - Eng 31 while backing up a small hill grazed a parked vehicle					
Engine 15 Off: T/Lt. Zachary Pumphrey; Drv: FF Medrick Bullock	97-8-195	04-14-98	594	B	8111
Cause: Failure to yield - Eng 15 was responding with red lights and siren and making a right turn; as it did so, they were struck by an automobile that failed to yield					

3. CONSENT CALENDAR

H) Accidents (Continued)

Engine 16 97-8-196 04-14-98 599 A File
Off: Capt. Michael Ryan; Drv: FF Thomas Oertly

Cause: Misjudged clearance - Eng 16, while turning right,
grazed a parked vehicle

Engine 42 97-8-197 04-17-98 588 C File
Off: T/Lt. Robert Blackburn; Drv: FF Michelle Li

Cause: Misjudged clearance - Eng 42, while positioning
the apparatus at a hydrant, struck a vehicle

Truck 5 97-8-198 04-17-98 617 B Bill
Off: T/Lt. Robert Mielke; Drv: FF Daniel Aronson; Tlr: FF Erin Murphy

Cause: Trk 5 was backing into quarters when a civilian
vehicle failed to heed Trk 5's warning lights; as a
result Trk 5's left bumper contacted the auto's
left rear bumper

Engine 24 97-8-199 04-19-98 518 A File
Off: T/Lt. Edward Moy; Drv: FF Gary Thiebaut

Cause: Misjudged clearance - Eng 24, while responding to an
incident, grazed a parked vehicle

Note:

Category A - An accident which has occurred because of inattention
to vehicle operator's and/or officer's responsibilities
or because of misjudgment of clearance in operating
apparatus near stationary objects.

Category B - An accident in which fire department personnel exercised
reasonable judgment and precautions, exhibited good
apparatus operator's and officer's skills and observed
all state, local and fire department statutes,
ordinances and rules.

Category C - An accident which has occurred because of apparatus
operator's misjudgment of clearance, deficiency in
defensive driving techniques, or failure to anticipate
other vehicle's movements.

3. CONSENT CALENDAR

I) Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries, April 4 through April 17, 1998.

J) Temporary Appointments

Reporting having made 327 temporary appointments April 4 through April 17, 1998.

Commissioner Roeca moved and Commissioner Nakajo seconded. "J" There were no questions or discussion and Items "A" through "J" on the Consent Calendar were adopted or ordered filed as appropriate.

3. CONSENT CALENDAR

J) Temporary Appointments (Continued)

Report having made 327 temporary appointments during Payroll Period April 4 through April 17, 1998.

NAME	Present RANK	Higher RANK	NO.OF DAYS WORKED	DATES
ASARO JOSEPH	0040	0050	8	04/06/98 04/17/98
BARBANO MARK J	0040	0050	2	04/07/98 04/08/98
BOUDOURES ROBERT G	0040	0050	2	04/15/98 04/16/98
BRACCO RICHARD D	0040	0050	7	04/04/98 04/13/98
CARDINALE FRANK T	0040	0050	2	04/04/98 04/05/98
FERRY JAMES C	0040	0050	2	04/11/98 04/12/98
FRISELLA DAVID A	0040	0050	7	04/05/98 04/17/98
HABERLIN DAVID A	0040	0050	8	04/04/98 04/17/98
JONES PAUL D	0040	0050	1	04/04/98 04/04/98
LEE JOHN J	0040	0050	2	04/07/98 04/08/98
MORAN MICHAEL R	0040	0050	9	04/04/98 04/16/98
SHANNON VICTOR	0040	0050	8	04/06/98 04/16/98
THUESEN ALBERT L	0040	0050	2	04/10/98 04/11/98
THUESEN ALBERT L	0040	0050	2	04/07/98 04/08/98
TRACEY JAMES M	0040	0050	3	04/14/98 04/17/98
BONNEL MICHAEL W	0030	0040	2	04/15/98 04/16/98
CAREY WILLIAM G	0030	0040	4	04/04/98 04/08/98
CARLOMAGNO JOSEPH	0030	0040	2	04/07/98 04/08/98
GARCIA PHILIP F	0030	0040	2	04/11/98 04/12/98
GARCIA PHILIP F	0030	0040	2	04/05/98 04/06/98
GOODIN DOUGLAS L	0030	0040	2	04/10/98 04/11/98
GOODIN DOUGLAS L	0030	0040	2	04/07/98 04/08/98
GOODIN DOUGLAS L	0030	0040	2	04/04/98 04/05/98
GREY GERALD L	0030	0040	2	04/14/98 04/15/98
HAYES WHITE JOANNE	0030	0040	8	04/06/98 04/16/98
KEARNEY MICHAEL S	0030	0040	4	04/07/98 04/12/98
LAVAYASSE GARY J	0030	0040	2	04/14/98 04/15/98
LEAL GARY S	0030	0040	3	04/14/98 04/17/98
MASSETANI GARY	0030	0040	10	04/06/98 04/17/98
MCLAUGHLIN PATRICK	0030	0040	2	04/07/98 04/08/98
NOLAN VINCENT J	0030	0040	2	04/15/98 04/16/98
NOLAN VINCENT J	0030	0040	2	04/12/98 04/13/98
ODONNELL EDWARD JR	0030	0040	2	04/15/98 04/16/98
PAGAN VICTOR A	0030	0040	2	04/10/98 04/11/98
PAGAN VICTOR A	0030	0040	2	04/04/98 04/05/98
PEEFF JOHN T	0030	0040	2	04/14/98 04/15/98
RODRIGUEZ RONALD A	0030	0040	2	04/07/98 04/08/98
RONAN JOHN E	0030	0040	4	04/09/98 04/13/98
ROYBAL PETER D	0030	0040	2	04/07/98 04/08/98
ROYBAL PETER D	0030	0040	2	04/04/98 04/05/98

3. CONSENT CALENDAR

J) Temporary Appointments (Continued)

TOMASELLO RAYMOND	0030	0040	4	04/11/98	04/15/98
TOMASELLO RAYMOND	0030	0040	2	04/05/98	04/06/98
WRIGHT JOSEPH M	0030	0040	2	04/12/98	04/13/98
KOCHEVAR RICHARD	0030	0039	4	04/14/98	04/17/98
JONES MICHAEL	0028	0030	3	04/14/98	04/17/98
JONES MICHAEL	0028	0030	2	04/11/98	04/12/98
AHERN JOHN W	0020	0030	2	04/04/98	04/05/98
AHUMADA MICHAEL	0020	0030	10	04/04/98	04/17/98
ARTEMOFF GEORGE S	0020	0030	2	04/14/98	04/15/98
BARAONA EUGENE A	0020	0030	2	04/15/98	04/16/98
BARAONA EUGENE A	0020	0030	2	04/12/98	04/13/98
BARTELS WILLIAM J	0020	0030	2	04/14/98	04/15/98
BONNIE WM SCOTLAND	0020	0030	3	04/14/98	04/17/98
BONNIE WM SCOTLAND	0020	0030	4	04/08/98	04/12/98
CARROLL DAVID A	0020	0030	2	04/12/98	04/13/98
COBO MATIAS	0002	0020	1	04/04/98	04/04/98
CONNORS JAMES M	0020	0030	2	04/05/98	04/06/98
CUNNIE MICHAEL J	0020	0030	4	04/09/98	04/13/98
DRYDEN DAVID	0020	0030	2	04/12/98	04/13/98
ERLER RUDOLPH L	0020	0030	2	04/15/98	04/16/98
ERLER RUDOLPH L	0020	0030	2	04/12/98	04/13/98
FLAHERTY STEPHEN A	0020	0030	2	04/15/98	04/16/98
FLAHERTY STEPHEN A	0020	0030	5	04/04/98	04/10/98
FORBES JOHN J III	0020	0030	2	04/16/98	04/17/98
FORBES JOHN J III	0020	0030	2	04/07/98	04/08/98
FORBES JOHN J III	0020	0030	2	04/04/98	04/05/98
FREDIANI DONALD L	0020	0030	3	04/14/98	04/17/98
FREDIANI DONALD L	0020	0030	2	04/08/98	04/09/98
GARCIA GEORGE H JR	0020	0030	2	04/05/98	04/06/98
GARRY KEVIN J	0020	0030	2	04/14/98	04/15/98
GUTIERREZ RICHARD	0020	0030	2	04/12/98	04/13/98
GUTIERREZ RICHARD	0020	0030	5	04/04/98	04/10/98
HANSEN JERRY E	0020	0030	2	04/13/98	04/14/98
HANSEN JERRY E	0020	0030	4	04/04/98	04/08/98
HARRINGTON JAMES P	0020	0030	3	04/14/98	04/17/98
HARRINGTON JAMES P	0020	0030	2	04/11/98	04/12/98
HARRINGTON JAMES P	0020	0030	2	04/08/98	04/09/98
KAWAGUCHI TODD L	0020	0030	2	04/05/98	04/06/98
KIM ROBERT K	0020	0030	2	04/11/98	04/12/98
KIM ROBERT K	0020	0030	2	04/05/98	04/06/98
KING ALEXANDER M	0020	0030	2	04/12/98	04/13/98
KUBEL DENNIS	0020	0030	2	04/13/98	04/14/98
LABRADO RUDOLPH G	0020	0030	1	04/07/98	04/07/98
LANDIVAR WILLIAM G	0020	0030	2	04/15/98	04/16/98
LANDIVAR WILLIAM G	0020	0030	2	04/12/98	04/13/98
LARKIN HENRY J	0020	0030	2	04/12/98	04/13/98

3. CONSENT CALENDAR

J) Temporary Appointments (Continued)

LAUER RICHARD L	0020	0030	1	04/17/98	04/17/98
LAUER RICHARD L	0020	0030	2	04/05/98	04/06/98
LEE JAMES J	0020	0030	2	04/13/98	04/14/98
LEE JAMES J	0020	0030	2	04/10/98	04/11/98
LEONARD ALLAN J	0020	0030	4	04/04/98	04/08/98
LEONARD ALLAN J	0020	0030	4	04/10/98	04/17/98
LEONARD ALLAN J	0020	0030	2	04/07/98	04/08/98
LIGGINS EDWARD JR	0020	0030	2	04/04/98	04/05/98
LIGGINS EDWARD JR	0020	0030	3	04/11/98	04/17/98
MCHUGH JAMES E	0020	0030	2	04/05/98	04/06/98
MCKEON JOSEPH B	0020	0030	2	04/09/98	04/10/98
MILLARD TERRY	0020	0030	2	04/12/98	04/13/98
MILLARD TERRY	0020	0030	2	04/15/98	04/16/98
MOLINARI ROBERT M	0020	0030	2	04/12/98	04/13/98
MOLINARI ROBERT M	0020	0030	2	04/10/98	04/11/98
MONTAGUE GARY M	0020	0030	2	04/07/98	04/08/98
MONTAGUE GARY M	0020	0030	2	04/15/98	04/16/98
MURRAY THOMAS E	0020	0030	2	04/09/98	04/10/98
MURRAY THOMAS E	0020	0030	2	04/16/98	04/17/98
MURRAY THOMAS E	0020	0030	2	04/07/98	04/08/98
NORTON WILLIAM	0020	0030	2	04/04/98	04/05/98
OUTLEY JAMES A	0020	0030	2	04/05/98	04/06/98
PLESCIA MATTHEW V	0020	0030	2	04/13/98	04/14/98
PLESCIA MATTHEW V	0020	0030	2	04/15/98	04/16/98
PLESCIA MATTHEW V	0020	0030	2	04/12/98	04/13/98
RIPOLL GEORGE J	0020	0030	1	04/04/98	04/04/98
SMITH STEPHEN C	0020	0030	2	04/14/98	04/15/98
SOULE ANTHONY P	0020	0030	2	04/10/98	04/11/98
SOULE ANTHONY P	0020	0030	2	04/16/98	04/17/98
SOULE ANTHONY P	0020	0030	2	04/13/98	04/14/98
STEWART GREGORY	0020	0030	2	04/10/98	04/11/98
STEWART GREGORY	0020	0030	2	04/15/98	04/16/98
STEWART GREGORY	0020	0030	1	04/04/98	04/04/98
CASTELLANOS RUDOLPH	0020	0028	4	04/09/98	04/14/98
HIGGINS JOSEPH	0020	0028	4	04/14/98	04/17/98
JONES GREGORY D	0020	0028	3	04/07/98	04/09/98
MARTIN DON	0020	0028	8	04/07/98	04/17/98
MORINO FRANK	0020	0028	3	04/06/98	04/10/98
WILSON JOSEPH	0020	0028	10	04/06/98	04/17/98
CAMPBELL EDWARD	0010	0020	5	04/13/98	04/17/98
CAMPBELL EDWARD	0010	0020	1	04/06/98	04/06/98
CHAN WING CHUNG	0010	0020	2	04/12/98	04/13/98
CHAN WING CHUNG	0010	0020	2	04/09/98	04/10/98
FERRANDO JOHN J	0010	0020	1	04/13/98	04/14/98
FERRANDO JOHN J	0010	0020	2	04/07/98	04/08/98
GRIFFEY NIKKI P	0010	0020	3	04/14/98	04/17/98
GRIFFEY NIKKI P	0010	0020	2	04/07/98	04/08/98

3. CONSENT CALENDAR

J) Temporary Appointments (Continued)

MORRISON JOSEPH	0010	0020	2	04/15/98	04/16/98
MORRISON JOSEPH	0010	0020	2	04/12/98	04/13/98
MORRISON JOSEPH	0010	0020	2	04/09/98	04/10/98
OWEN KENNETH H	0010	0020	3	04/14/98	04/17/98
OWYANG GREGORY	0010	0020	6	04/06/98	04/16/98
STEINHOF LESLIE C	0010	0020	2	04/15/98	04/16/98
STEINHOF LESLIE C	0010	0020	4	04/06/98	04/13/98
VANDERVENNET JOHN	0010	0020	2	04/13/98	04/14/98
VANDERVENNET JOHN	0010	0020	2	04/04/98	04/05/98
ABBOTT THOMAS FRANCIS	0002	0020	2	04/08/98	04/09/98
BALMY ALEC MICHAEL	0002	0020	2	04/12/98	04/13/98
BECKERLEY JOHN G	0002	0020	2	04/15/98	04/16/98
BECKERLEY JOHN G	0002	0020	2	04/09/98	04/10/98
BECKERLEY JOHN G	0002	0020	3	04/04/98	04/07/98
BLACKBURN ROBERT G	0002	0020	1	04/17/98	04/17/98
BOTELHO ERIC J	0002	0020	2	04/13/98	04/14/98
BUDDINGTON PATRICK	0002	0020	2	04/12/98	04/13/98
BUSALACCHI RICHARD	0002	0020	2	04/16/98	04/17/98
BUSALACCHI RICHARD	0002	0020	2	04/10/98	04/11/98
BUSALACCHI RICHARD	0002	0020	2	04/07/98	04/08/98
BUSALACCHI RICHARD	0002	0020	2	04/04/98	04/05/98
CALLEN TIMOTHY J	0002	0020	2	04/14/98	04/15/98
CALLEN TIMOTHY J	0002	0020	2	04/14/98	04/15/98
CASTELAN MICHAEL	0002	0020	4	04/11/98	04/16/98
CAULFIELD GARET J	0002	0020	2	04/06/98	04/07/98
CHARLETON MICHAEL B	0002	0020	2	04/15/98	04/16/98
CHARLETON MICHAEL B	0002	0020	2	04/12/98	04/13/98
CHARLETON MICHAEL B	0002	0020	2	04/09/98	04/10/98
CHARLETON MICHAEL B	0002	0020	1	04/04/98	04/04/98
CHU EDWARD Y	0002	0020	2	04/15/98	04/16/98
CHU EDWARD Y	0002	0020	2	04/12/98	04/13/98
CHU EDWARD Y	0002	0020	2	04/09/98	04/10/98
CLARK WILLIAM	0002	0020	3	04/11/98	04/17/98
CLARK WILLIAM	0002	0020	4	04/05/98	04/09/98
COE SARA	0002	0020	2	04/04/98	04/05/98
COTTON RICHARD	0002	0020	2	04/15/98	04/16/98
COTTRELL PETER	0002	0020	4	04/05/98	04/17/98
CREEDON GEORGE A	0002	0020	2	04/12/98	04/13/98
DELANE MICHAEL W	0002	0020	8	04/04/98	04/17/98
DILUZIO JOHN A	0002	0020	2	04/16/98	04/17/98
DILUZIO JOHN A	0002	0020	2	04/13/98	04/14/98
DILUZIO JOHN A	0002	0020	2	04/07/98	04/08/98
DUNCAN MICHAEL	0002	0020	2	04/11/98	04/12/98
ENGLER GERALD	0002	0020	7	04/05/98	04/17/98
FALLS GARY J	0002	0020	4	04/07/98	04/14/98
FALLS GARY J	0002	0020	2	04/04/98	04/05/98
FARAC STEPHEN N	0002	0020	2	04/12/98	04/13/98
FEGAN FRED J	0002	0020	2	04/04/98	04/05/98

3. CONSENT CALENDAR

j) Temporary Appointments (Continued)

FERRANDO JOHN	0002			
GALLAGHER PETER J	0002	0020	04/13/98	04/14/98
GALLAGHER PETER J	0002	0020	04/17/98	04/17/98
GISSLER JACK A	0002	0020	04/05/98	04/06/98
GISSLER JACK A	0002	0020	04/10/98	04/17/98
GISSLER JACK A	0002	0020	04/07/98	04/08/98
GOGGIN DONALD JAMES	0002	0020	04/04/98	04/05/98
GOGGIN DONALD JAMES	0002	0020	04/12/98	04/13/98
GRIMESEY PATRICK E	0002	0020	04/04/98	04/04/98
GRIMESEY PATRICK E	0002	0020	04/15/98	04/16/98
GRIMESEY PATRICK E	0002	0020	04/12/98	04/13/98
GUAJARDO RUDY	0002	0020	04/09/98	04/10/98
GUAJARDO RUDY	0002	0020	04/16/98	04/17/98
HALL DEBORAH ANN	0002	0020	04/04/98	04/14/98
HALLGREN CHARLES E	0002	0020	04/13/98	04/14/98
HANEY RAYMOND	0002	0020	04/04/98	04/05/98
HANLEY JOHN F	0002	0020	04/09/98	04/10/98
HANLEY JOHN F	0002	0020	04/15/98	04/16/98
HANLEY JOHN F	0002	0020	04/09/98	04/10/98
HERRERA RUBEN	0002	0020	04/06/98	04/07/98
HESTER JOHN W	0002	0020	04/12/98	04/13/98
HESTER JOHN W	0002	0020	04/15/98	04/16/98
HESTER JOHN W	0002	0020	04/12/98	04/13/98
HICKEY JOHN ANDREW	0002	0020	04/04/98	04/04/98
HOGAN WILLIAM D	0002	0020	04/10/98	04/14/98
HOGAN WILLIAM D	0002	0020	04/15/98	04/16/98
HUNTER DARRYL	0002	0020	04/09/98	04/10/98
HUNTER DARRYL	0002	0020	04/14/98	04/15/98
HUNTER DARRYL	0002	0020	04/11/98	04/12/98
HUNTER DARRYL	0002	0020	04/08/98	04/09/98
HURTADO VICTOR GABRIEL	0002	0020	04/05/98	04/06/98
JOHNSON DAVID ALAN	0002	0020	04/11/98	04/17/98
JONES KENNETH R	0002	0020	04/13/98	04/14/98
JONES KENNETH R	0002	0020	04/16/98	04/17/98
JONES KENNETH R	0002	0020	04/13/98	04/14/98
JONES KENNETH R	0002	0020	04/10/98	04/11/98
JONES KENNETH R	0002	0020	04/07/98	04/08/98
KANNISTO RICHARD A	0002	0020	04/04/98	04/05/98
KANNISTO RICHARD A	0002	0020	04/14/98	04/15/98
KELLER JAMES	0002	0020	04/05/98	04/06/98
KEOHANE JERRY E	0002	0020	04/04/98	04/17/98
KING JOSEPH L	0002	0020	04/12/98	04/13/98
KNIGHT ROHAN	0002	0020	04/11/98	04/12/98
KOENIG WILLIAM G	0002	0020	04/05/98	04/06/98
LAU KERBY	0002	0020	04/04/98	04/16/98
LAU KERBY	0002	0020	04/11/98	04/17/98
LEE SONNY JAK	0002	0020	04/05/98	04/06/98
LEE SONNY JAK	0002	0020	04/17/98	04/17/98
			04/05/98	04/06/98

3. CONSENT CALENDAR

J) Temporary Appointments (Continued)

LOMBARDI KENNETH A	0002	0020	2	04/13/98	04/14/98
LOMBARDI KENNETH A	0002	0020	2	04/07/98	04/08/98
LOMBARDI KENNETH A	0002	0020	2	04/04/98	04/05/98
LUNDIE KENNETH	0002	0020	2	04/14/98	04/15/98
LUNDIE KENNETH	0002	0020	2	04/08/98	04/09/98
MAGNUSEN LONNIE H	0002	0020	3	04/11/98	04/17/98
MAGNUSEN LONNIE H	0002	0020	2	04/08/98	04/09/98
MAGNUSEN LONNIE H	0002	0020	2	04/05/98	04/06/98
MARTINEZ ANTHONY DAMON	0002	0020	2	04/04/98	04/05/98
MCHUGH PAUL M	0002	0020	2	04/16/98	04/17/98
MCHUGH PAUL M	0002	0020	2	04/10/98	04/11/98
MCHUGH PAUL M	0002	0020	2	04/07/98	04/08/98
MCHUGH PAUL M	0002	0020	2	04/04/98	04/05/98
MCPARTLAN STEPHEN ANTHONY	0002	0020	2	04/07/98	04/08/98
MCPARTLAN STEPHEN ANTHONY	0002	0020	2	04/04/98	04/05/98
MERRILL CLIFTON D	0002	0020	2	04/14/98	04/15/98
MIELKE ROBERT T	0002	0020	3	04/14/98	04/17/98
MOY EDWARD BENJAMIN	0002	0020	4	04/13/98	04/17/98
MOY EDWARD BENJAMIN	0002	0020	2	04/10/98	04/11/98
MOY EDWARD BENJAMIN	0002	0020	2	04/04/98	04/05/98
MULHAIR LESLIE K	0002	0020	5	04/04/98	04/16/98
MUNIZ ROBERT P	0002	0020	2	04/15/98	04/16/98
MUNIZ ROBERT P	0002	0020	2	04/12/98	04/13/98
MUNIZ ROBERT P	0002	0020	1	04/04/98	04/04/98
MUNIZ ROBERT P	0002	0020	2	04/14/98	04/15/98
OLEARY MICHAEL E	0002	0020	2	04/05/98	04/06/98
OLEARY MICHAEL E	0002	0020	2	04/15/98	04/16/98
OSHEA JOHN P	0002	0020	1	04/04/98	04/04/98
OSHEA JOHN P	0002	0020	1	04/17/98	04/17/98
PARENT JOHN C.	0002	0020	1	04/04/98	04/04/98
PATT MICHAEL DONALD	0002	0020	1	04/15/98	04/16/98
PAUL ALLAN R	0002	0020	2	04/15/98	04/16/98
PEREZ VINCENT ACEVES	0002	0020	2	04/06/98	04/10/98
PEREZ VINCENT ACEVES	0002	0020	4	04/16/98	04/17/98
POSTEL ROBERT FREDERICK	0002	0020	2	04/13/98	04/14/98
POSTEL ROBERT FREDERICK	0002	0020	2	04/10/98	04/11/98
POSTEL ROBERT FREDERICK	0002	0020	2	04/07/98	04/08/98
POSTEL ROBERT FREDERICK	0002	0020	3	04/11/98	04/17/98
PRUYN RONALD C	0002	0020	2	04/08/98	04/09/98
PRUYN RONALD C	0002	0020	2	04/14/98	04/17/98
PUMPHREY ZACHARY WILLIAMS	0002	0020	2	04/11/98	04/12/98
PUMPHREY ZACHARY WILLIAMS	0002	0020	7	04/04/98	04/16/98
RABBITT BRIAN P	0002	0020	2	04/13/98	04/14/98
ROMERO SAMUEL NMI	0002	0020	2	04/07/98	04/08/98
ROMERO SAMUEL NMI	0002	0020	2	04/13/98	04/14/98
RUSSELL DAVID EDWARD	0002	0020	2	04/13/98	04/14/98
SCOLA MATTHEW J	0002	0020	2	04/16/98	04/17/98
SERPA ANTHONY J	0002	0020	2	04/13/98	04/14/98
SERPA ANTHONY J	0002	0020	2	04/04/98	04/05/98
SERPA ANTHONY J	0002	0020	2		

3. CONSENT CALENDAR

J) Temporary Appointments (Continued)

SEYLER JEANNE MARIE	0002	0020	2	04/13/98	04/14/98
SEYLER JEANNE MARIE	0002	0020	2	04/10/98	04/11/98
SEYLER JEANNE MARIE	0002	0020	2	04/07/98	04/08/98
SLATTERY RICHARD F	0002	0020	2	04/04/98	04/05/98
SLATTERY RICHARD F	0002	0020	2	04/12/98	04/13/98
SLATTERY RICHARD F	0002	0020	2	04/09/98	04/10/98
STORTI WILLIAM OLIVER	0002	0020	3	04/04/98	04/07/98
STORTI WILLIAM OLIVER	0002	0020	2	04/16/98	04/17/98
STORTI WILLIAM OLIVER	0002	0020	2	04/13/98	04/14/98
UGRIN LEAL	0002	0020	4	04/07/98	04/11/98
URQUIAGA PAUL THOMAS	0002	0020	4	04/12/98	04/17/98
URQUIAGA PAUL THOMAS	0002	0020	2	04/05/98	04/06/98
VELO JOSE L	0002	0020	1	04/17/98	04/17/98
VELO JOSE L	0002	0020	2	04/10/98	04/11/98
WETTELAND PATRICK	0002	0020	2	04/07/98	04/08/98
WETTELAND PATRICK	0002	0020	2	04/14/98	04/15/98
WHITE TERENCE GERARD	0002	0020	2	04/11/98	04/12/98
WIESSLER STEVEN	0002	0020	2	04/11/98	04/12/98
WINSLOW ROBERT EDWARD	0002	0020	9	04/04/98	04/17/98
WINSLOW ROBERT EDWARD	0002	0020	2	04/12/98	04/13/98
WINSLOW ROBERT EDWARD	0002	0020	2	04/09/98	04/10/98
WINSLOW ROBERT EDWARD	0002	0020	1	04/07/98	04/07/98
WONG MIKE JAMES	0002	0020	1	04/04/98	04/04/98
WONG MIKE JAMES	0002	0020	2	04/15/98	04/16/98
WONG MIKE JAMES	0002	0020	2	04/12/98	04/13/98
WONG SUEON F	0002	0020	1	04/04/98	04/04/98
WONG SUEON F	0002	0020	2	04/15/98	04/16/98
WONG SUEON F	0002	0020	2	04/12/98	04/13/98
WYMAN GREGORY B	0002	0020	1	04/04/98	04/04/98
WYRSCH GREGORY LANCE	0002	0020	2	04/14/98	04/15/98
WYRSCH GREGORY LANCE	0002	0020	3	04/14/98	04/17/98
WYRSCH GREGORY LANCE	0002	0020	2	04/11/98	04/12/98
WYRSCH VICTOR HERMAN	0002	0020	2	04/05/98	04/06/98
WYRSCH VICTOR HERMAN	0002	0020	2	04/16/98	04/17/98
WYRSCH VICTOR HERMAN	0002	0020	2	04/10/98	04/11/98
WYRSCH VICTOR HERMAN	0002	0020	2	04/07/98	04/08/98
WYRSCH VICTOR HERMAN	0002	0020	2	04/04/98	04/05/98
ZOUZOUNIS DENNIS J	0002	0020	2	04/16/98	04/17/98
ZOUZOUNIS DENNIS J	0002	0020	4	04/07/98	04/11/98
ALEXANDER ALEXANDRA C	0002	0010	2	04/16/98	04/17/98
ALEXANDER ALEXANDRA C	0002	0010	2	04/13/98	04/14/98
ALEXANDER ALEXANDRA C	0002	0010	4	04/07/98	04/11/98
ALLEN NANCY A	0002	0010	1	04/04/98	04/04/98
ARONSON DANIEL P	0002	0010	2	04/14/98	04/15/98
AUSTIN KATHY A	0002	0010	2	04/16/98	04/17/98
AUSTIN KATHY A	0002	0010	2	04/13/98	04/14/98
BIAGINI DANIEL J	0002	0010	3	04/14/98	04/17/98
BIAGINI DANIEL J	0002	0010	2	04/05/98	04/06/98

3. CONSENT CALENDAR

J) Temporary Appointments (Continued)

CARDINALE KATHRYN M C	0002	0010	2	04/12/98	04/13/98
CELONA MICHAEL	0002	0010	4	04/08/98	04/12/98
CELONA MICHAEL	0002	0010	5	04/12/98	04/17/98
CHIANG JERRY	0002	0010	1	04/04/98	04/04/98
CUFFE FRANK	0002	0010	7	04/04/98	04/16/98
FOCHA FRANCES	0002	0010	2	04/14/98	04/15/98
GHILARDI EDWARD	0002	0010	6	04/04/98	04/17/98
GORDON DAVID	0002	0010	2	04/14/98	04/15/98
HALL JAMES NMI	0002	0010	2	04/15/98	04/16/98
HALL JAMES NMI	0002	0010	2	04/12/98	04/13/98
HALL JAMES NMI	0002	0010	2	04/06/98	04/07/98
HARRIS LEONARDO	0002	0010	6	04/04/98	04/17/98
HIRO RANDALL CRAIG	0002	0010	2	04/09/98	04/10/98
HOWARD ALPHONSO	0002	0010	2	04/09/98	04/10/98
IAVARONE FRANK B	0002	0010	2	04/06/98	04/07/98
JAMES ROBERT	0002	0010	5	04/08/98	04/17/98
JOHNSON LUTHER G	0002	0010	2	04/04/98	04/05/98
JONHSON SEAN	0002	0010	1	04/17/98	04/17/98
KARAWANNY GEORGE	0002	0010	2	04/15/98	04/16/98
LEE PHILIP	0002	0010	1	04/04/98	04/04/98
LEE STEPHEN V	0002	0010	1	04/17/98	04/17/98
LERMA MELISSA MARIE	0002	0010	2	04/11/98	04/12/98
LERMA MELISSA MARIE	0002	0010	2	04/05/98	04/06/98
MACIAS MARK LUIS	0002	0010	2	04/16/98	04/17/98
MULHAIR LESLIE K	0002	0010	2	04/06/98	04/07/98
NORRIS DAVID F	0002	0010	2	04/09/98	04/10/98
ORLANDO MICHAEL PAUL	0002	0010	2	04/12/98	04/13/98
OWEN DENNIS M	0002	0010	2	04/07/98	04/08/98
PAMPANIN VINCENT	0002	0010	2	04/09/98	04/10/98
PAUL ALLAN	0002	0010	6	04/08/98	04/16/98
QUINN WALLACE G	0002	0010	2	04/06/98	04/07/98
REIDY JAMES JEREMIAH	0002	0010	2	04/12/98	04/13/98
ROBINSON RONALD	0002	0010	7	04/04/98	04/16/98
SAITZ ANDREW GERARD	0002	0010	2	04/12/98	04/13/98
TALMADGE MELINDA ANNETTE	0002	0010	3	04/11/98	04/17/98
URQUIAGA PAUL	0002	0010	2	04/11/98	04/12/98
VERANT ROGER	0002	0010	6	04/09/98	04/16/98
WING DEREK J	0002	0010	1	04/04/98	04/04/98
WON JOHN	0002	0010	2	04/16/98	04/17/98
WON JOHN	0002	0010	6	04/09/98	04/16/98
WON JOHN	0002	0010	1	04/04/98	04/04/98
WONG JEFFREY NMN	0002	0010	2	04/13/98	04/14/98
WONG JEFFREY NMN	0002	0010	2	04/04/98	04/05/98
WONG STEVEN NMI	0002	0010	2	04/12/98	04/13/98
WOO ARNOLD	0002	0010	7	04/04/98	04/16/98
WOO EDDY BILL	0002	0010	2	04/06/98	04/07/98
WU ALLEN SUNNY	0002	0010	2	04/13/98	04/14/98
WU ALLEN SUNNY	0002	0010	2	04/07/98	04/08/98
WU ALLEN SUNNY	0002	0010	2	04/04/98	04/05/98

3. CONSENT CALENDAR

J) Temporary Appointments (Continued)

ALBOFF GEORGE	0006	0024	8	04/06/98	04/17/98
CARDER MARY	0002	0006	5	04/04/98	04/13/98
MCGUINN MARTY	0002	0006	9	04/05/98	04/17/98
SCANNELL JOSEPH	0002	0006	8	04/04/98	04/17/98
THOMAS JENNIFER	0010	0006	7	04/04/98	04/16/98
VEGA PAUL	0010	0006	5	04/05/98	04/17/98
CARNIGLIA MARCO	0001	0033	2	04/07/98	04/08/98
JENNER DAREN	0001	0033	2	04/14/98	04/15/98
LEONARD PETER	0001	0033	2	04/11/98	04/12/98
TAORMINA SALVATORE	0001	0033	2	04/04/98	04/05/98
TONG SANDY	0001	0033	2	04/14/98	04/13/98
CABA NORMAN	0002	0001	2	04/04/98	04/05/98
LAFFERTY WILLIAM	0002	0001	2	04/08/98	04/09/98
CEREGHINO KENNETH	0022	0032	4	04/13/98	04/17/98
LI ERNEST	0022	0032	7	04/06/98	04/16/98
BRAIDA MICHAEL	0004	0022	8	04/07/98	04/17/98
GRAFF JOSEPH	0004	0022	8	04/07/98	04/17/98
SCHEMBRI PETER	0006	0022	8	04/06/98	04/17/98
HONG CLIFTON	0002	0004	7	04/06/98	04/17/98
ZARI GERALD	0002	0004	8	04/06/98	04/17/98
JUAREZ FERNANDO	0002	0018	10	04/06/98	04/17/98
DISABILITY PAY					
CERCOS JOHN	0030	0040	14	04/04/98	04/17/98
LABRADO RUDOLPH	0020	0030	1	04/08/98	04/08/98
WAGNER BRUCE	0020	0030	14	04/04/98	04/17/98
DEMARTINI GEORGE	0020	0028	14	04/04/98	04/17/98
BARNEY RONALD	0002	0020	5	04/04/98	04/08/98
BERTOLLO WALTER	0002	0020	2	04/04/98	04/05/98
DUNN GERALD	0002	0020	14	04/04/98	04/17/98
DRYDEN DOUGLAS	0002	0020	14	04/04/98	04/17/98
SILVESTRI ALFRED J	0024	0032	14	04/04/98	04/17/98

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted eight letters commending members of the Department for response to requests for assistance or emergencies, or training.

Acting President Roff directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

April 20, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

I am writing to thank the San Francisco Fire Department and the firefighters at Station 20 for the wonderful job they did last month when my class of Kindergarteners at Clarendon Alternative School came for a visit.

Lieutenant James Carey and Firefighter Maurice Thouvenin really made an impression on the children. The tour of the firehouse and fire engine, the talk on fire safety and their job as firefighters engaged the children in a hands-on learning experience the class will not soon forget. To this day, many of the children still recall their field trip to Station 20 as one of their favorite field trips ever!

Every year, the Kindergarten teachers make their trip down to Station 20 with their classes. We really appreciate the San Francisco Fire Department and all the many firefighters we've met at Station 20 over the years who have made the children and adults feel welcome and special. Not only do the classes love to meet the firefighters, they learn so much about the fire department and fire safety as well.

Thank you once again for all the work and effort done to open the door to our city's children. We commend the firefighters of San Francisco for the great job they are doing!

Sincerely,

/s/ GALE NAKASONE, Teacher
Clarendon Alternative School

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4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

American Red Cross
Bay Area Chapter
85 Second Street, 7th Floor
San Francisco, California 94105

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

April 15, 1998

Dear Chief Demmons:

Thank you for the support the San Francisco Fire Department has given to the American Red Cross in our service to the people of San Francisco. This letter comes to thank you for the help the fire department provided for this year's CPR Saturday. It was quite a successful day. We trained more than 3,000 people in the immediate five counties of the Bay Area. Here in San Francisco more than 400 people were empowered to save a life. Having fire department participation was extremely helpful. The personnel, the equipment and the site you allowed the American Red Cross to use was excellent. Thank you.

Robert Serrano, Richard Shortall, Peter Howes and Glen Ortiz-Schultz who worked very closely with Ron Belanger of my staff are greatly appreciated. In this our centennial year of existence in the Bay Area, it is great to know we have friends who are willing to help us help others. The community service spirit of the San Francisco Fire Department is one of the unique qualities that make San Francisco such a great city.

If there is anything we can do to assist the fire department in any way please let us know. We know we have a great disaster response relationship as a result of our volunteers, Catherine Valle, Jolinda Sim and Bob Serrano who serve us both very well. It is wonderful to see our relationship developing beyond local disaster response.

It was great seeing you Monday night at the Mayor's reception for the Women's Summit. We hope to be able to meet with you in the near future along with board representatives to talk about future interaction between our organizations.

Once again, we extend thanks to you and your personnel who assisted the American Red Cross Bay Area Chapter in our effort to give the community the priceless life-saving gift of CPR.

Sincerely,

/s/ Teri Hernandez, Chairman
San Francisco Leadership Board

/s/ JACKIE WRIGHT
Executive Officer

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4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

April 9, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

On Monday, March 30, at approximately 10:30 a.m., I was leaving my friend's house (379 Madrid Street) for an 11:00 a.m. job interview in downtown San Francisco. The night before, I had flown in from Boston to attend this interview. The interview was extremely important to me since I recently graduated from Harvard University and was anxious to return to the Bay Area, my home. As I was exiting the house, I failed to realize that the metal security door could only be opened from the inside of the home. Therefore, I proceeded to lock the front door of the house. (I did not have a key to get back in).

When I attempted to open the metal security door, I found that the lock would not turn. After several attempts, it became obvious to me that I was trapped in a 3 foot by 3 foot by 8 foot space between the metal security door and the front door of the home. I could not yell for help since the street was desolate and no one was inside the home. As you might imagine, I began to panic and imagined myself missing what to date was to have been the most important interview of my life.

Before leaving the house, I had called a taxi. The driver arrived and I tried to employ his help. He was unable to free me from my trapped state and both of us were dumbfounded as to how to get me out of this enclosed space. Thankfully, it dawned on me that the fire department might be able to help me. I begged the taxi driver to call 911. He did and left me waiting for their answer.

Since my brother is a fire captain for the City of San Jose, I have always deeply respected and admired firefighters. Yet, you cannot imagine my happiness at seeing the Moscow Street Engine come to my rescue. Three firefighters worked to "pop" the lock of the door and set me free.

I was able to make it to my interview just in the nick of time and was offered the position two days later (which I happily accepted). I would never have been able to make the interview if it were not for the help of the three firefighters from the Moscow Street Station. In my very anxious and nervous state, I did not take down their names nor thank them nearly as much as they deserved to be thanked.

I am taking this opportunity to commend them and am hopeful that you will be able to identify them due to the date and shift they worked. I can only say that one of the firefighters was possibly a Caucasian male in his late 30s/early 40s with some gray hair and medium height (possibly the Captain). Another Caucasian male was in his late 20s/early 30s with black hair and also medium height. The third was a tall, African American male in his 20s with light brown eyes.

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Please let them know that what to them was a 10-minute, risk free, relatively routine and mundane call was to me a very important moment in my life. Without their help, I can't imagine what would have happened except that I am sure I would have missed the opportunity that I now have to embark on a challenging and exciting career in San Francisco. I am very grateful to the Moscow Street Station firefighters. Thank you, thank you, thank you.

Sincerely,

/s/ HAYDEE A. DIAZ

* * * * *

The following unit and personnel responded to the above incident:

Engine 43	Lieutenant Alfred Rizotto
	Firefighter Daniel Biagini
	Firefighter Alan Reynaud
	Firefighter Timothy Wong

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April 15, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

I want to thank all the men and women of the San Francisco Fire Department who responded to the fire in my garage on Monday evening, April 13. Because of their quick response, relatively little damage occurred. We lost only a few cabinets and pieces of tile and several new sinks and toilets. Without such an excellent response team, this could have been much worse.

The responding units came from Stations 14, 31, and 34. In particular, I want to thank Investigator Eileen McCrystle who carefully sought out the source of the fire and then kindly called me the next morning to explain what it was.

I hope you will let them know how grateful I am.

Sincerely,

/s/ CANDYCE MARTIN
Four 25th Avenue
San Francisco, CA 94121

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4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

SFUSD
Rosa Parks Elementary School
1501 O'Farrell Street
San Francisco, California 94115

April 14, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

Rosa Parks Elementary School would like to thank you for the time and attention you have invested in our Family and Community Informational Conference. Together we succeeded in introducing more than 200 families to eight service oriented community based agencies and six parent education workshops given by seasoned professionals.

Building leadership and bridging the gap between home-school and community is a primary concern of our school. We strive to promote comprehensive parent involvement programs that influence the growth and development of the children in our educational programs. Our goal is to reach families and communities to expand the scope of home-school-community partnerships in the Western Addition.

The support you provided was instrumental in enhancing instructional support and improving parent involvement. Your caring commitment to our worthwhile endeavor was greatly appreciated.

Sincerely,

/s/ KAREN MURRAY
Parent Coordinator

RUTH ALSANDOR
Principal

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

April 13, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

On the evening of April 9, 1998, I had some kind of seizure or other medical emergency.

My roommate called 911 and asked for medical help. Two paramedics, Steven Hardcastle and Robert Weaver, came to our apartment within 10 minutes. Both men behaved in a friendly and professional manner. They determined that I should go to the emergency room at California Pacific Hospital, which is the one my primary care physician is affiliated with.

Steve and Rob stayed with me in emergency until I was settled in a room and the hospital staff could take over my care. My roommate was allowed to ride in the front of the ambulance.

Steve and Rob exceeded the basic requirements of their jobs. They helped my roommate and me to keep calm and even to keep a sense of humor. This was especially good for my roommate.

I hope you will put a commendation in the folders of Steve and Rob. Even better would be a raise or bonus if such things are available in your department.

Sincerely,

/s/MARGARET BRINDAMOUR
839 Leavenworth Street, #106
San Francisco, CA 94109

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4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

April 20, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

On the morning of March 14, 1998, while visiting San Francisco, it was necessary to call for the paramedics as my wife was having a diabetic reaction.

Engine 3 and Medic 1 responded quickly. The medics were Matt Phillips and Michael Arsanis. They were very knowledgeable, competent and caring, as were the firefighters of Engine 3.

Here in South Bend, I am a member of the Fire Department's Board of Appeals and am a past president of the area's fire buff club. Not like your Phoenix Society, here the buffs respond to extra alarm fires providing the manpower for the Salvation Army canteen. Hence, I recognize professionalism and competency when I see it. San Francisco is fortunate to have a Fire Service of such high quality.

With best wishes, I am

Sincerely yours,

/s/ JEROME G. VOGEL
1717 E. Cedar Street
South Bend, IN 46617-2535

* * * * *

April 19, 1998

San Francisco Fire Commission
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Commissioners:

On April 18, 1998, the Neighborhood Emergency Response Teams along with the Fire Department held its "Citywide NERT Drill." This was my first as the coordinator of the North of Market Neighborhood Emergency Response Team (NOM/NERT). I enjoyed working with other NERT team members and refreshing my skills. The NERT team trainers did an excellent job in assisting NERT members in routine. As the NOM/NERT is just getting started at building its team, I look forward to the 1999 "Citywide Drill." Thank you for your assistance.

Sincerely,

/s/ MARVIS J. PHILLIPS
Coordinator, NOM/NERT

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4. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department

Submitted monthly report from Chief of Department on status of the Department Personnel, Apparatus and Equipment for April, 1998.

- a. There are 44 unfilled positions in the uniformed forces.
- b. The daily average of uniformed personnel on authorized leave was as follows:

	<u>March</u>	<u>April</u>
Vacation : Annual	17.16	23.17
IDV	6.32	6.90
Compensatory Time	4.52	5.23
Sick Leave	16.65	19.20
Disability	16.39	16.20
Military Leave	.03	.13
Light Duty	6.19	6.19
Other (LD/CTR)	<u>3.87</u>	<u>3.87</u>
Total	69.55	81.17

- c. The following Work on Days Off (Overtime) were awarded during the month of April:

0 - H50	Assistant Chiefs, for 24 hours
8 - H40	Battalion Chiefs, for 24 hours
12 - H30	Captains , for 24 hours
35 - H20	Lieutenants , for 24 hours
14 - H10	Chief's Aides , for 24 hours
193 - H2	Firefighters , for 24 hours

- d. The apparatus portion of this report has been delayed.

Respectfully submitted,

/s/ ROBERT L. DEMMONS
Chief of Department

Commissioner Roeca moved and Commissioner Nakajo seconded.
There were no questions or discussion and the monthly report of Chief of Department was adopted.

4. REGULAR CALENDAR - NEW BUSINESS

C) Leave of Absence

Submitted request for leave of absence with pay from Chief of Department Robert L. Demmons, for seven days, May 8 through May 14, 1998, in order to attend the 1998 Metropolitan Fire Chiefs' Conference in San Diego, California. All expenses are included in the 1997-98 budget.

Commissioner Nakajo moved and Commissioner Roeca seconded. There were no questions or discussion and the request for leave of absence was adopted.

D) Friends of the Fire Department

Presentation from Bob Begley, President, Friends of the San Francisco Fire Department. Mr. Begley will present Chief of Department Robert L. Demmons with a plaque listing all 18 Chiefs of Department from 1866 to present.

Mr. Begley came forward and commented that he is joined with his colleague Mr. Hank Morris, from the Friends of the San Francisco Fire Department ("Friends"), for the purpose of presenting a plaque to Chief Demmons. The "Friends" recently were discussing the various Fire Chiefs who served during the Department's long history - from the present to the past. The idea surfaced that it would be nice to have in the Chief's office, or wherever the Chief designates, a plaque that listed all the Fire Chiefs. This plaque lists the Fire Chiefs from 1866 to the present, along with their term as Chief. We wanted to make that presentation and we are also delighted any time that we come before the Commission. It is a wonderful thing to go before any public body and be welcomed as family. We appreciate that and appreciate working with the Chief. So, on behalf of the "Friends," he presented the plaque to Chief Demmons.

Chief Demmons thanked Mr. Begley. The Chief commented further, that as he stated before, Mr. Begley and Mr. Morris and the other "Friends," are truly friends. They came up with the idea of a plaque, and they are always thinking positively. He noted further that this week, the "Friends" funded a full page advertisement in the S.F. Independent, which was designed to help the Department, as well as make the citizens safer in their homes. Chief Demmons thanked the "Friends" for the plaque and their continued support.

Acting President Roff said it may be somewhat of a conflict for him to speak as he is a member of the "Friends." He personally wanted to thank the "Friends" for their extraordinary commitment and dedication to the Department, with all the help that is given, and their great interest in the affairs of this Department. He expressed his personal thanks to Mr. Hank Morris.

4. REGULAR CALENDAR - NEW BUSINESS

D) Friends of the Fire Department (Continued)

Commissioner Nakajo thanked the "Friends" for the advertisement. He commented that he runs a senior citizen operation and that ad is something that the seniors take advantage of, so to speak. The S.F. Independent is a paper that is really accessible to the seniors, as well. He noted that since he became a Fire Commissioner that his seniors have taken an extra interest in this area and he appreciated the practicality of the gesture of the ad.

E) Public Comment

Acting President Roff stated that before he called for public comment he wanted to repeat the compliments that were expressed by the members of the Finance Committee of the Board of Supervisors about the splendid work that the Department is accomplishing in substantially and significantly reducing overtime. For months the Department has been tormented by questions and complaints, some of which are quite unfair. The Department responded in an exemplary way in cutting the overtime, partly because new recruit classes have filled the ranks in the fire stations. He thought that it was a tremendous administrative effort by the Chief, Deputy Chief Gamble, Mary King-Gorwky, Assistant Chief Patrick White and others. It was a great effort on the part of the Department.

Chief Demmons commented that the Mayor's office was extremely helpful in working with the Department, and also the Commission, particularly Acting President Roff, who put in a lot of time and a lot of effort in working with the Department.

Before hearing from the public, Acting President Roff commented that it has been a long standing rule, and so there is no misunderstanding regarding public comment, that under the public comment section of the fire department rules "... any individual may address the Fire Commission for up to three minutes. Individuals speaking on behalf of an organization may address the Fire Commission for up to five minutes. The President of the Fire Commission may limit the total testimony presented under Public Comment to thirty minutes." This has been an established rule of the Fire Commission for some years.

John Darmanin, asked to make a comment before his time starts. He requested that he be given more time because he has quite a few items that he would like to present, and in light of the fact that there are no other people here that he knows of who have public comment he ... Acting President Roff said we don't know that. Mr. Darmanin said OK. Acting President Roff said we'll see how you do. Mr. Darmanin said he would express his desire to have a few more moments to relay very important and serious matters to the Commission.

4. REGULAR CALENDAR - NEW BUSINESS

E) Public Comment (Continued)

Mr. Darmanin, a member of the fire department, said he was here speaking on his behalf as a private citizen. Tonight, May 14, was supposed to be the first day of an appeal hearing for a suspension he received back in December. This Fire Commission received erroneous information from the Deputy City Attorney handling this case, Mr. Terence Howzell, stating that I (Mr. Darmanin) was unavailable to make it here tonight. As you can see that's not the case, and attempts were made to communicate this to Mr. Howzell, but unfortunately, I guess things were already wrapped up and other schedules were agreed upon to continue this matter to June 3rd.

Acting President Roff commented that he (Mr. Darmanin) has an appeal pending before this Commission, which we do want to hear and have made efforts to try to accommodate your request to move this along as speedily as we possibly can. I don't know what the circumstances are between the attorneys, and I don't know if this really is the venue to begin to discuss or argue the merits, and the pros and cons of your case. If there was any misunderstanding it certainly can be cleared up at the appropriate time. I don't know if this is an appropriate time, however.

Mr. Darmanin replied that he had packets of correspondence that the Commission could review and take a look at. He just takes exception that the City Attorney's office would mislead this Fire Commission into thinking that he was not available, as you can see I'm here and ready to roll, but unfortunately no one is ready for me. He has already waited over five months for this appeal hearing, and he thinks he should be allowed due process, and it should have gone on as scheduled. It was not my choice.

Acting President Roff said I don't see your attorney and we have not received any communications from him. So, if you have material we certainly would review it.

Mr. Darmanin said the other matters he wanted to discuss had to do with a letter to the editor, written by Deputy Chief Harold Gamble, to the S.F. Bay Guardian. He has copies for the Commission's review, though they may have read it already. In that letter, he was very concerned that Deputy Chief Gamble made comments regarding personnel matters which he didn't believe the public and the press is the forum to discuss personnel matters, without his express permission. I did not give that permission for these matters to be discussed, and I'd like this Fire Commission to look that over as well. The way I understand the California ... Acting President Roff said he didn't mean to be argumentative and interrupt but I think you have also gone to the press, I've not seen any letters, and I don't know who has initiated what arguments in the press. Mr. Darmanin said that for the record I have not gone to the press. He filed a complaint with the Sunshine Ordinance Task Force, and the press contacted him. He did not go to the press. As a matter of fact I see that

4. REGULAR CALENDAR - NEW BUSINESS

E) Public Comment (Continued)

reporter in the Fire Commission meeting room right now. Again, I did not violate any California Government Code. The Fire Department is the one that is supposed to keep privacy of personnel matters, not I. It is my right to discuss it in the press if I so choose, not the fire department's administration. They had no right to talk to the press on personnel matters. The California Government Code, 6254 lists exemptions that are allowed to disclosure in the Public Information Act. One of the exemptions is personnel matters, that exemptions from that disclosure. Deputy Chief Gamble had no right to discuss any portion of my personnel matter in the press. Not that it matters a lot but several of the comments he made were misleading, as well.

Acting President Roff said we would look at it, thanks.

Mr. Darmanin said that another matter he wanted to talk about was a letter again that Deputy Chief Gamble wrote to James Ahern, President, Local 798, in response to a letter Mr. Ahern wrote to him (Deputy Chief Gamble) on my behalf over the manner in which this department deemed appropriate to notify him of a demotion. I think I discussed that at the last meeting, and advised you that my 16-year-old son, Christopher, was the one who received that information and Deputy Chief Gamble sent a letter to the Union (Local 798) advising the Union that my son was not notified of my demotion. Now the comment I have to make on (Secretary Connors advised the Chair that Mr. Darmanin has spoken for three-and-a-half minutes) that particular matter is very important, is that I was told by President Fernandez-Pifer last meeting that she was going to find out what happened, basically, and determine what happened and the facts surrounding it. If Deputy Chief Gamble is sending a letter to the President of the Union saying that my son was not notified then where does that leave my son. My son said that something was said to him, and Deputy Chief Gamble told someone that it was not stated. My son wanted to come to the last meeting, I didn't let him. He insisted on coming tonight, again, so I did let him come so he could hear what's going on. So, my son is in the audience. Again, I reiterate. I'm embarrassed that anyone called my home to begin with and left such a disturbing message for a member of my family, including my minor son, and then on top of it all to even deny that it happened now. I think that's outrageous. It insults me and now it insults my son and his credibility. That's all I have to say.

Acting President Roff thanked Mr. Darmanin.

William McNeill, one of the attorneys in the Consent Decree case, commented that he found it somewhat ironic that we would be following in the footsteps of the Friends of the Fire Department. I don't think we were considered to be friends until recently, and perhaps it is true that we are now. How soon we forget. It should be the cry that we should all be following in this situation. I'm here to speak of two things that happened recently. My

4. REGULAR CALENDAR – NEW BUSINESS

E) Public Comment (Continued)

understanding is that Ms. Thomson submitted some materials to the Commission with regard to over and underrepresentation with regard to minorities in this Department. In looking at this material we became – we being the members of the co-counsel team – a little concerned that what we considered to be some misrepresentation and some things that we didn't understand. We felt that, for example, on the first page of the materials we received – Officer Appointments Compared to the Labor Force Availability by Race and Gender. At least from what we can understand, it says source: San Francisco Hires, January 1996 through December 1997. There is another one (chart) that says: January 1996 through November 1997, there were eighteen (18) African-American appointments. We are not quite sure where she got all of these figures, but one of the things we felt should be pointed out to the Commission, and the Commission is probably aware of, it is sort of somewhat misunderstands what has been going on with regard to the Fire Department. There has been a Consent Decree until November of last year. There were certain requirements with regard to how appointments would be made; there were goals, and at one level, timetables as well. In reading the minutes it was not clear to me what Ms. Thomson was trying to achieve, or if she represented anyone in particular other than herself. One of the things we wanted to ask the Commission was an opportunity to respond in detail to these figures and point out what we consider to be some erroneous assumptions, and then some fallacies in the analysis. We didn't quite know exactly how we could do that. When the Consent Decree was in effect we could meet with the Commission. I don't know, and Mr. Cooper is here now this evening, whether that is still something that is viable with regard to the Brown Act. However, we would like an opportunity to submit something in writing to deal with this issue because we think that it misrepresents what has been going on in the Fire Department. In some ways it might be helpful for both the Commission and the members of the community to really understand exactly what the Consent Decree was supposed to do, what the Stipulated Order is supposed to do and where the Fire Department is with regard to the hiring and promotion of minorities. One of the other things we want to point out is that there is an incredible small number problem, and these graphs look at all of these disparities, but if you look at the absolute numbers of the people involved they are very, very small. We would like the Commission to keep that in mind. I'm not trying to talk down to anyone but it just seems to me you were presented with some material that sort of looked much worse than what the situation actually is, and I would just like an opportunity to respond, we will do that either in a meeting, or we'll do it in writing. We will do it however the Commission wants.

Acting President Roff thanked Mr. McNeill, and said he would appreciate a response. He found the figures troubling in the sense that he was aware of the extraordinary effort this Department has made, and the Plaintiff-Intervenors have made in successfully meeting the goals under the Consent Decree. And I see, just anecdotally, in going to the graduation ceremony of the recent

4. REGULAR CALENDAR - NEW BUSINESS

E) Public Comment (Continued)

recruit class the extraordinary diversity - men and women of all ethnic and racial backgrounds. The numbers show that a significant proportion of those are Asian Americans. So, I would appreciate a detailed response from you that might help clarify the record. My own look at these numbers, these decimal points, that some of the conclusions seem to be unfounded, and may even be, so I welcome your response.

Mr. McNeill asked if the Commission wanted the written response by the next meeting so we could discuss it. Acting President Roff replied if that would be possible it would be appropriate. Mr. McNeill said he would confer with Mr. Cooper (Deputy City Attorney) with regard to that. Acting President Roff said he appreciated that, because I think some serious questions have been raised and any help the Commission has in elucidating and clarifying the issue would be extremely helpful. Mr. McNeill said we would be more than glad to do that ...

Deputy City Attorney Cooper said that Mr. McNeill is asking for a calendared item so he can make a presentation. Mr. McNeill said it didn't matter to us; we could do it any way possible. One of the things we did do in the Consent Decree was meet with the Commission.

Mr. Cooper said that Judge Patel issued an order that allowed the Commission an exemption from the Brown Act for certain things and it covers that, the Commission can meet with Plaintiffs counsel, or the Commission can meet in closed session with me and with counsel. If Mr. McNeill wanted to do that we could schedule that also on the next calendar. Mr. McNeill said we are happy to do it in an open Commission meeting, as well. It is just a question of how the Commission wants to do this. Mr. Cooper said he would recommend putting it on the calendar. Acting President Roff said he would much prefer that as a public discussion. These issues have been raised publicly and need to be addressed as openly and candidly as possible. So we will do that. Mr. McNeill said that for the next Commission meeting we will be on the Agenda, and when should we submit our materials. Secretary Connors replied by the Friday before the next meeting.

Mr. Cooper said the City Attorney's office would use that opportunity to make any comments we have, at the same time, rather than make a separate time.

Ms. Barbara Thomson commented that she had not planned to speak before the Commission but she felt compelled to do so after Mr. McNeill's comments. First of all I notice that he had a fax cover sheet from me and I don't know what materials he has that he's speaking of but at Commissioner Soulis' request I did fax information that I presented to you, as I agreed I would publicly. I don't know if that is the information he has or that I faxed to Mr. Harris at the Lawyers Committee, or if he has other data. But, there has been a

4. REGULAR CALENDAR – NEW BUSINESS

E) Public Comment (Continued)

three week period and at no time has Mr. Harris or any other member of the Plaintiff-Intervenors attempted to contact me, to the best of my knowledge, to ask me about the data, and I would be happy to discuss it with them. I am pleased that this is what it took to get this matter to an agenda item because as you know in February I came before you and said "This matter requires what I believe a public policy statement." The Stipulated Order ends in November. After the end of the Consent Decree you have this one year time period I would like you to move into a more progressive posture of looking at the future goals established in the Stipulated Order; that is, making the San Francisco Fire Department reflective of the labor force. I don't know how Mr. McNeill could read the minutes and say to you that he doesn't know what my objective is because I think Mr. Connors has done an outstanding job – in detail – of itemizing and documenting those for you and the public. I will say it again. I am appalled that my taxpayer dollars and property taxes would ever be used to support anything other than full utilization and parity. That has been my objective for two decades, and it continues to be my objective. I don't think that it matters that I am a white female saying to you that these are my concerns, and I happen to be pointing out that Asians are severely underrepresented in proportion to their availability in the labor market, or that Hispanics remain underrepresented. I do not feel that I need to have individual clients to come and bring those issues to you. I appreciate that you have seen that as my right, as a member of the public.

Acting President Roff said that he has observed this Department over forty years as a newspaper reporter and employee in City government, and he says with absolute assurance and conviction that this administration of this Department; this Chief and his senior staff there is an absolute unflagging dedication to the goals set forth in the Consent Decree, to see that they are institutionalized into the future. There is a rigorous, determined effort to assure justice, equity and fairness and that this Department reflects as much as possible the remarkable diversity of the City. Again, having seen the faces, and seen the enthusiasm with the new recruits coming in, and seen the large number of Asians, and probably the larger plurality of the recruits, I do believe that progress has been made. But you raise these questions and now there has been a forum set to fully explore the matter and your viewpoints, through the Plaintiff-Intervenors who have been in close collaboration with the Department on seeing that the Consent Decree and all its ramifications are fully achieved. I think we have a place and venue set for further discussion where we can elaborate these issues.

Mr. McNeill said he couldn't have said it any better so he won't say anything. Ms. Thomson said that's the problem with Commissioner Roff is that he has such experience it comes out so eloquently. I do appreciate Commissioners, your inviting us for a public forum rather than a confidential attorneys discussion.

4. REGULAR CALENDAR -- NEW BUSINESS

E) Public Comment (Continued)

Commissioner Nakajo said he wanted to comment as well and he understands her right as a citizen to be able to comment on all issues; that your feel are very important. I also want to make a statement in terms of all these issues. We have been working on it. I want to reassure you ... Thank you very much for your time.

Ms. Thomson said she appreciated that. She feels this is a Commission that is dedicated to this effort. What she is looking for and she thinks she hasn't seen as firmly stated as she would like to see it is a public policy statement that is outside the litigation perspective that says this is what this Commission is going to direct in the Department. I think this is very forward thinking and I encourage you to continue to do that.

Commissioner Nakajo said that in terms of offering information, whatever you give to us to balance is something that I welcome and I'm sure my colleagues welcome as well. If there are other materials that we need to digest as we go through the whole analysis, we would appreciate reviewing them.

There being no further business to come before the Commission, the meeting was adjourned at 6:39 p.m.

Raymond G. Connors
Secretary

JOURNAL OF PROCEEDINGS

(MINUTES)

FIRE COMMISSION

DOCUMENTS DEPT.

JUN 19 1998

SAN FRANCISCO
PUBLIC LIBRARY

Regular Meeting - Thursday - May 28, 1998 - 6:00 p.m.
260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:

President Rosemarie Fernandez-Pifer
Vice President Hadley R. Roff
Commissioner Stephen A. Nakajo
Commissioner Russell S. Roeca
Commissioner Ted N. Soulis

Harold E. Gamble
Richard E. Condon

- Acting Chief of Department
- Deputy Chief - Operations

Chief Officers - Staff:

Aaron C. Stevenson
Joseph C. Asaro

- Fire Prevention
- Training (Acting)

Chief Officers - Firefighting Service:

David A. Haberlin
Albert L. Thuesen
Arthur W. Kenney
Ray Balzarini

- Division 1 (Acting)
- Division 2 (Acting)
- Division 3
- Division of Airports

2. Adoption of the minutes of the Special Meeting of May 6, 1998.

Vice President Roff moved and Commissioner Roeca seconded. There were no questions or discussion and the minutes were adopted as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "H") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A) Military Leaves

Submitting for adoption applications from two members for Military Leaves of Absence with pay, in order to comply with Military Orders received from their commanding officers:

	<u>Rank</u>	<u>Dates</u>	<u>Days</u>	<u>Military Organization</u>	<u>Purpose</u>
Driscoll, Joseph Master Sgt. E-8	H20 LT	06-03-98 thru 06-19-98	10	US Army Res. Fort Bliss, TX	Attend Active Duty Training
Meneses, Ferdinand SPC E4	H2 FF	05-02-98 05-03-98	2	US Army Res. Oakland Army Base Oakland, CA	Attend Annual Training

B) Monthly Report - Div. of FP&I

Submitting monthly report from Division of Fire Prevention and Investigation concerning activities performed during April, 1998.

C) Monthly Report - Management Services

Submitting monthly report from Management Services, concerning activities performed during April, 1998.

D) Probationary Appointment

Reporting the following PROBATIONARY appointment:
EFFECTIVE DATE - MAY 4, 1998

1649 Accountant Intern

Delia K. Kekulawela
(vice: Gregorio Tan,
ord. dis. retirement)

3. CONSENT CALENDAR

E) Probationary Appointments

Reporting the following PROBATIONARY appointments:

EFFECTIVE DATE - MAY 11, 1998

H2 Firefighter

Mikhailia Gacesa
Annie L. Hoddinott
Aisha E. Krieger
Natalie O. Levchenko
Maria S. Nilsson
Jana F. Wakefield
Robert Boughtn
Kenneth W. Cofflin II
James T. Kotter

John F. Manning
Michael K. Mullin
Darius O. Luttropp
Stephenie L. McKnight
David M. Brown
Christian V. Collier
Dwayne R. Curry
Chris D. Dowdell
Dustin Ruff

(Note: The above H2 Firefighters are appointed
vice Pending, Attrition Management)

Angela N. Romero
(vice: Jose Capitan,
retired)

Ronald E. Perez
(vice: Philip Savin,
retired)

Magaly Saade
(vice: John Baxter,
retired)

Jose A. Zalba
(vice: Ronald Taylor,
retired)

Yvette M. Williams
(vice: Kai Aspelin,
retired)

Carol L. Conley-Bodin
(vice: William Hackmeier,
retired)

Theodora S. Wilson
(vice: Vincent Jones,
retired)

Amy M. Eng
(vice: James Neil,
retired)

Denny Acosta
(vice: Edward Tatarian,
retired)

Jack K. Chow
(vice: Ronald Barney,
retired)

Manuel F. Alvarenga
(vice: William McCarthy,
retired)

Chuteh M. Kotake
(vice: Richard Curtaz,
retired)

Eric D. Leal
(vice: Charles White,
retired)

3. CONSENT CALENDAR

E) Probationary Appointments (Continued)

Kaiser K. Lam
Chad D. Law
Richard L. Lopes
David Nonomura
Paul K. Shimazaki
Eric T. Tanimura

Brandon Tom
Dat Truong
Anthony D. Yee
Kimberly A. Hatcher
Cynthia M. Lucero

(Note: The above H2 Firefighters are appointed
vice Pending Appointment to H10 Chief's Aide)

F) Leaves of Absence

Submitting requests for leaves of absence with pay
for the following:

Battalion Chief Audry Lee, Bureau of
Personnel, for four days, May 26 through
May 29, 1998, in order to attend a training
seminar at Dillard University in New Orleans,
Louisiana. All expenses will be paid by
Battalion Chief Lee. He will not be replaced.

Temporary Lieutenant Gregory Owyang, NERT
Coordinator, for three days, August 31
through September 2, 1998, in order to attend
a National Community Emergency Response Team
Conference in Emmitsburg, Maryland. All
expenses will be paid by the Emergency
Management Institute. T/Lieutenant Owyang
will not be replaced.

3. CONSENT CALENDAR

G) Accidents

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

	<u>Accident No.</u>	<u>Date</u>	<u>Serial No.</u>	<u>Category</u>	<u>Recommendation</u>
Battalion 5 Off: B/C Kirk Richardson; Drv: C/A Eli Payton	97-8-200	04-19-98	914	A	File
Cause: Misjudged clearance - Batt 5's buggy was maneuvering onto the curb at an incident when it struck the marble facade of a bank					
Truck 3 Off: T/Lt. Patrick Shea; Drv: FF Francis Kelly; Tlr: FF Kevin Kelly	97-8-201	04-19-98	615	A	File
Cause: Misjudged clearance - Trk 3, while responding to an incident and making a right turn, sideswiped a stopped automobile					
Truck 3 Off: T/Capt. Frank Morino; Drv: FF Francis Kelly; Tlr: FF Kevin Kelly	97-8-202	04-19-98	615	A	File
Cause: Misjudged clearance - Trk 3, while returning from a false alarm, and turning onto Geary Street, struck the left side of a vehicle					
Medic 38 Drv: Fire Rescue Paramedic Karl Jurgensen	97-8-203	04-21-98	713	A	File
Cause: Misjudged clearance - While backing into Station 38, the top of Medic 38 struck the top of the apparatus door					
Truck 6 Off: Capt. Roland Lee; Drv: FF James Weese; Tlr: FF Reese Nicholson	97-8-204	04-21-98	618	C	File
Cause: Misjudged clearance -.Trk 6's first-time tiller operator made grazing contact with left wheel well of stopped automobile					

3. CONSENT CALENDAR

G) Accidents (Continued)

A.W.S.S. Drv: Utility Plumber Dennis Murphy	97-8-205	04-21-98	963	B	Bill
Cause: AWSS vehicle was stopped near hydrant when Muni bus clipped left side of AWSS vehicle, pushing it into another parked car					
Medic 43 Drv: Fire Rescue Paramedic James Spaelti	97-8-206	04-21-98	720	B	Bill
Cause: Medic 43 made a turn from the right hand lane and made contact with a vehicle making the same turn from an improper lane					
Service Squad 1 Drv: FF Charles Hallgren	97-8-207	04-21-98	890	A	File
Cause: Misjudged clearance - Svc Sq 1 was backing into quarters at Station 38 when it struck an open locker door					
Medic 13 Drv: Fire Rescue Paramedic Martin Spalka	97-8-208	04-26-98	729	B	Bill
Cause: Medic 13 was making a right turn when a vehicle pulled from the curb and struck Medic 13					
Engine 42 Off: Lt. John Strange; Drv: FF Theodore Carter	97-8-209	04-27-98	588	A	File
Cause: Misjudged clearance - Engine 42, while responding to an incident and making a right turn, struck a parked vehicle					

Note:

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

3. CONSENT CALENDAR

G) Accidents (Continued)

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

H) Temporary Appointments

Reporting having made 319 temporary appointments April 18 through May 1, 1998.

Vice President Roff moved and Commissioner Soulis seconded. There were no questions or discussion and Items "A" through "H" on the Consent Calendar were adopted or ordered filed as appropriate.

3. CONSENT CALENDAR

H) Temporary appointments (Continued)

Report having made 319 temporary appointments during Payroll Period April 18 through May 1, 1998.

NAME	Present RANK	Higher RANK	NO.OF DAYS WORKED	DATES
ASARO JOSEPH	0040	0050	8	04/20/98 04/30/98
BARBANO MARK J	0040	0050	2	04/28/98 04/29/98
BARBANO MARK J	0040	0050	2	04/24/98 04/25/98
BOUDOURES ROBERT G	0040	0050	8	04/18/98 05/01/98
BRACCO RICHARD D	0040	0050	2	04/30/98 05/01/98
FERRY JAMES C	0040	0050	2	04/29/98 04/30/98
FRISELLA DAVID A	0040	0050	9	04/18/98 04/30/98
HABERLIN DAVID A	0040	0050	7	04/19/98 05/01/98
JONES PAUL D	0040	0050	4	04/24/98 04/28/98
JONES PAUL D	0040	0050	2	04/21/98 04/22/98
JONES PAUL D	0040	0050	2	04/18/98 04/19/98
MILES WILLIAM E	0040	0050	2	04/26/98 04/27/98
MORAN MICHAEL R	0040	0050	2	04/30/98 05/01/98
MORAN MICHAEL R	0040	0050	2	04/27/98 04/28/98
MORAN MICHAEL R	0040	0050	2	04/24/98 04/25/98
MORAN MICHAEL R	0040	0050	2	04/21/98 04/22/98
SANCHEZ FEDERICO J	0040	0050	2	04/28/98 04/29/98
THUESEN ALBERT L	0040	0050	1	05/01/98 05/01/98
TRACEY JAMES M	0040	0050	2	04/26/98 04/27/98
TRACEY JAMES M	0040	0050	1	04/18/98 04/18/98
TREANOR FRANK R	0040	0050	2	04/18/98 04/19/98
BONNEL MICHAEL W	0030	0040	2	04/27/98 04/28/98
BONNEL MICHAEL W	0030	0040	4	04/18/98 04/22/98
GARCIA PHILIP F	0030	0040	2	04/29/98 04/30/98
GARCIA PHILIP F	0030	0040	2	04/26/98 04/27/98
GARCIA PHILIP F	0030	0040	2	04/23/98 04/24/98
GOODIN DOUGLAS L	0030	0040	2	04/28/98 04/29/98
GOODIN DOUGLAS L	0030	0040	2	04/25/98 04/26/98
GOODIN DOUGLAS L	0030	0040	2	04/22/98 04/23/98
HAYES-WHITE JOANNE	0030	0040	8	04/20/98 04/30/98
KEARNEY MICHAEL S	0030	0040	2	04/29/98 04/30/98
LEAL GARY S	0030	0040	2	04/26/98 04/27/98
LEAL GARY S	0030	0040	1	04/18/98 04/18/98
MASSETANI GARY	0030	0040	10	04/20/98 05/01/98
NOLAN MICHAEL J	0030	0040	2	04/30/98 05/01/98
NOLAN MICHAEL J	0030	0040	2	04/18/98 04/19/98
NOLAN VINCENT J	0030	0040	2	04/27/98 04/28/98
NOLAN VINCENT J	0030	0040	2	04/24/98 04/25/98
NOLAN VINCENT J	0030	0040	2	04/21/98 04/22/98
ODONNELL EDWARD JR	0030	0040	4	04/27/98 05/01/98
ODONNELL EDWARD JR	0030	0040	2	04/21/98 04/22/98

3. CONSENT CALENDAR

H) Temporary Appointments (Continued)

PAGAN VICTOR A	0030				04/29/98
PAGAN VICTOR A	0030	2	0040	04/28/98	
PAGAN VICTOR A	0030	2	0040	04/25/98	04/26/98
RONAN JOHN E	0030	2	0040	04/22/98	04/23/98
RONAN JOHN E	0030	4	0040	04/27/98	05/01/98
ROYBAL PETER D	0030	4	0040	04/18/98	04/22/98
SERAFINI WILLIAM F	0030	2	0040	04/22/98	04/23/98
SERAFINI WILLIAM F	0030	2	0040	04/30/98	05/01/98
TOMASELLO RAYMOND	0030	2	0040	04/18/98	04/19/98
TOMASELLO RAYMOND	0030	2	0040	04/26/98	04/27/98
TOMASELLO RAYMOND	0030	2	0040	04/23/98	04/24/98
TOMASELLO RAYMOND	0030	2	0040	04/20/98	04/21/98
KOCHEVAR RICHARD	0030	8	0039	04/20/98	04/30/98
AHUMADA MICHAEL	0020	7	0030	04/19/98	05/01/98
BARAONA EUGENE A	0020	2	0030	04/30/98	05/01/98
BARAONA EUGENE A	0020	2	0030	04/27/98	04/28/98
BARAONA EUGENE A	0020	2	0030	04/21/98	04/22/98
BARAONA EUGENE A	0020	2	0030	04/18/98	04/19/98
BONNIE WM SCOTLAND	0020	5	0030	04/18/98	04/24/98
CARROLL DAVID A	0020	2	0030	04/21/98	04/22/98
CARROLL DAVID A	0020	2	0030	04/18/98	04/19/98
COBO MATIAS	0020	2	0030	04/24/98	04/25/98
CONNORS JAMES M	0020	2	0030	04/26/98	04/27/98
CUNNIE MICHAEL J	0020	2	0030	04/30/98	05/01/98
CUNNIE MICHAEL J	0020	2	0030	04/27/98	04/28/98
CUNNIE MICHAEL J	0020	6	0030	04/18/98	04/25/98
DRYDEN DAVID	0020	2	0030	04/27/98	04/28/98
ERLER RUDOLPH L	0020	2	0030	04/30/98	05/01/98
FLAHERTY STEPHEN A	0020	2	0030	04/30/98	05/01/98
FLAHERTY STEPHEN A	0020	2	0030	04/27/98	04/28/98
FLAHERTY STEPHEN A	0020	2	0030	04/24/98	04/25/98
FREDIANI DONALD L	0020	2	0030	04/29/98	04/30/98
FREDIANI DONALD L	0020	2	0030	04/26/98	04/27/98
FREDIANI DONALD L	0020	2	0030	04/23/98	04/24/98
FREDIANI DONALD L	0020	3	0030	04/18/98	04/21/98
GARCIA GEORGE H JR	0020	6	0030	04/20/98	04/27/98
GRIFFIN JAMES W	0020	2	0030	04/18/98	04/19/98
GUTIERREZ RICHARD	0020	2	0030	04/30/98	05/01/98
GUTIERREZ RICHARD	0020	4	0030	04/24/98	04/28/98
GUTIERREZ RICHARD	0020	2	0030	04/21/98	04/22/98
HANSEN JERRY E	0020	2	0030	04/22/98	04/23/98
HARRINGTON JAMES P	0020	3	0030	04/28/98	05/01/98
HARRINGTON JAMES P	0020	3	0030	04/18/98	04/21/98
HUBBARD FRED A	0020	2	0030	04/21/98	04/22/98
HUBBARD FRED A	0020	2	0030	04/18/98	04/19/98
JONES MICHAEL	0020	2	0030	04/23/98	04/24/98
JONES MICHAEL	0020	1	0030	04/18/98	04/18/98
KING ALEXANDER M	0020	2	0030	04/30/98	05/01/98
KING ALEXANDER M	0020	2	0030	04/21/98	04/22/98

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H) Temporary Appointments (Continued)

LABRADO RUDOLPH G	0020	0030	2	04/25/98	04/26/98
LANDIVAR WILLIAM G	0020	0030	2	04/30/98	05/01/98
LANDIVAR WILLIAM G	0020	0030	2	04/27/98	04/28/98
LANDIVAR WILLIAM G	0020	0030	2	04/18/98	04/19/98
LANDIVAR WILLIAM G	0020	0030	2	04/27/98	04/28/98
LARKIN HENRY J	0020	0030	5	04/18/98	04/27/98
LAUER RICHARD L	0020	0030	1	05/01/98	05/01/98
LEONARD ALLAN J	0020	0030	2	04/28/98	04/29/98
LEONARD ALLAN J	0020	0030	6	04/19/98	04/26/98
LEONARD ALLAN J	0020	0030	9	04/18/98	04/30/98
LIGGINS EDWARD JR	0020	0030	4	04/21/98	04/25/98
MCHUGH JAMES E	0020	0030	2	04/30/98	05/01/98
MCKEON JOSEPH B	0020	0030	2	04/21/98	04/22/98
MCKEON JOSEPH B	0020	0030	2	04/18/98	04/19/98
MILLARD TERRY	0020	0030	2	04/22/98	04/23/98
MOLINARI ROBERT M	0020	0030	2	04/30/98	05/01/98
MONTAGUE GARY M	0020	0030	2	04/19/98	04/20/98
MORINO FRANK	0020	0030	2	04/28/98	04/29/98
MURRAY THOMAS E	0020	0030	2	04/25/98	04/26/98
MURRAY THOMAS E	0020	0030	2	04/30/98	05/01/98
PLESCIA MATTHEW V	0020	0030	2	04/27/98	04/28/98
PLESCIA MATTHEW V	0020	0030	2	04/18/98	04/19/98
PLESCIA MATTHEW V	0020	0030	2	04/28/98	04/29/98
SMITH STEPHEN C	0020	0030	2	04/19/98	04/20/98
SMITH STEPHEN C	0020	0030	3	04/25/98	05/01/98
SOULE ANTHONY P	0020	0030	2	04/22/98	04/23/98
SOULE ANTHONY P	0020	0030	2	04/24/98	04/25/98
STEWART GREGORY	0020	0030	2	04/27/98	04/28/98
WALSH FREDERICK C	0020	0030	2	04/19/98	04/20/98
WARE ERNEST E	0020	0030	2	04/28/98	05/01/98
CASTELLANOS RUDOLPH	0020	0028	4	04/28/98	05/01/98
HIGGINS JOSEPH	0020	0028	4	04/27/98	04/30/98
MARTIN DON	0020	0028	10	04/20/98	05/01/98
WILSON JOSEPH	0020	0020	10	04/20/98	05/01/98
CAMPBELL EDWARD	0010	0020	2	04/30/98	05/01/98
CHAN WING CHUNG	0010	0020	2	04/27/98	04/28/98
CHAN WING CHUNG	0010	0020	2	04/21/98	04/22/98
CHAN WING CHUNG	0010	0020	2	04/18/98	04/19/98
CHAN WING CHUNG	0010	0020	2	04/24/98	04/25/98
GRIFFEY NIKKI P	0010	0020	2	04/21/98	04/22/98
GRIFFEY NIKKI P	0010	0020	1	04/18/98	04/18/98
GRIFFEY NIKKI P	0010	0020	2	04/30/98	05/01/98
MORRISON JOSEPH	0010	0020	2	04/27/98	04/28/98
MORRISON JOSEPH	0010	0020	2	04/18/98	04/19/98
MORRISON JOSEPH	0010	0020	1	04/18/98	04/18/98
OWEN KENNETH	0010	0020	8	04/20/98	04/30/98
OWYANG GREGORY	0010	0020			

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H) Temporary Appointments (Continued)

STEINHOFF LESLIE C	0010	0020	2	04/27/98	04/28/98
STEINHOFF LESLIE C	0010	0020	2	04/24/98	04/25/98
STEINHOFF LESLIE C	0010	0020	4	04/18/98	04/22/98
VANDERVENNET JOHN	0010	0020	2	04/25/98	04/26/98
ABBOTT THOMAS FRANCIS	0002	0020	2	04/29/98	04/30/98
ABBOTT THOMAS FRANCIS	0002	0020	2	04/26/98	04/27/98
ABBOTT THOMAS FRANCIS	0002	0020	2	04/23/98	04/24/98
ABBOTT THOMAS FRANCIS	0002	0020	2	04/20/98	04/21/98
AGIUS FRANK P	0002	0020	2	04/30/98	05/01/98
BALMY ALEC MICHAEL	0002	0020	2	04/30/98	05/01/98
BALMY ALEC MICHAEL	0002	0020	2	04/24/98	04/25/98
BALMY ALEC MICHAEL	0002	0020	2	04/18/98	04/19/98
BECKERLEY JOHN G	0002	0020	4	04/27/98	05/01/98
BECKERLEY JOHN G	0002	0020	2	04/24/98	04/25/98
BECKERLEY JOHN G	0002	0020	2	04/18/98	04/19/98
BLACKBURN ROBERT G	0002	0020	1	04/18/98	04/18/98
BUDDINGTON PATRICK	0002	0020	4	04/27/98	05/01/98
BUSALACCHI RICHARD	0002	0020	1	05/01/98	05/01/98
BUSALACCHI RICHARD	0002	0020	2	04/28/98	04/29/98
BUSALACCHI RICHARD	0002	0020	2	04/25/98	04/26/98
BUSALACCHI RICHARD	0002	0020	2	04/19/98	04/20/98
CALKIN ELBERT R	0002	0020	2	04/30/98	05/01/98
CALKIN ELBERT R	0002	0020	2	04/27/98	04/28/98
CALLEN TIMOTHY J	0002	0020	2	04/29/98	04/30/98
CALLEN TIMOTHY J	0002	0020	2	04/26/98	04/27/98
CALLEN TIMOTHY J	0002	0020	2	04/23/98	04/24/98
CALLEN TIMOTHY J	0002	0020	2	04/20/98	04/21/98
CALZOLAI FRANCO S	0002	0020	4	04/18/98	04/22/98
CASTAIN MAURICE	0002	0020	2	04/25/98	04/26/98
CASTELAN MICHAEL	0002	0020	2	04/27/98	04/28/98
CASTELAN MICHAEL	0002	0020	2	04/19/98	04/20/98
CAULFIELD GARET J	0002	0020	2	04/21/98	04/22/98
CAULFIELD GARET J	0002	0020	2	04/18/98	04/19/98
CHAN WING CHUNG	0002	0020	4	04/21/98	05/01/98
CHARLETON MICHAEL B	0002	0020	2	04/30/98	05/01/98
CLARK WILLIAM	0002	0020	2	04/29/98	04/30/98
CLARK WILLIAM	0002	0020	2	04/26/98	04/27/98
CLARK WILLIAM	0002	0020	5	04/18/98	04/24/98
COTTON RICHARD	0002	0020	4	04/19/98	04/24/98
DAWLEY DAVID	0002	0020	2	04/19/98	04/20/98
DILUZIO JOHN A	0002	0020	2	04/22/98	04/23/98
ENGLER GERALD	0002	0020	4	04/25/98	04/30/98
ENGLER GERALD	0002	0020	3	04/18/98	04/22/98
FALLS GARY J	0002	0020	2	04/25/98	04/26/98
GISSLER JACK	0002	0020	6	04/22/98	04/29/98
GRIMESEY PATRICK E	0002	0020	2	04/30/98	05/01/98
GRIMESEY PATRICK E	0002	0020	2	04/24/98	04/25/98
GRIMESEY PATRICK E	0002	0020	2	04/18/98	04/19/98

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H) Temporary Appointments (Continued)

GUAJARDO RUDY	0002	0020	1	05/01/98	05/01/98
GUAJARDO RUDY	0002	0020	2	04/25/98	04/26/98
GUAJARDO RUDY	0002	0020	2	04/19/98	04/20/98
HALL DEBORAH ANN	0002	0020	2	04/25/98	04/26/98
HANLEY JOHN F	0002	0020	2	04/30/98	05/01/98
HANLEY JOHN F	0002	0020	2	04/27/98	04/28/98
HANLEY JOHN F	0002	0020	2	04/21/98	04/22/98
HANLEY JOHN F	0002	0020	2	04/18/98	04/19/98
HERRERA RUBEN	0002	0020	2	04/27/98	04/28/98
HESTER JOHN W	0002	0020	2	04/30/98	05/01/98
HESTER JOHN W	0002	0020	2	04/27/98	04/28/98
HICKEY JOHN ANDREW	0002	0020	1	05/01/98	05/01/98
HICKEY JOHN ANDREW	0002	0020	2	04/19/98	04/20/98
HOGAN WILLIAM D	0002	0020	4	04/24/98	05/01/98
HUNTER DARRYL	0002	0020	2	04/29/98	04/30/98
HUNTER DARRYL	0002	0020	2	04/26/98	04/27/98
HUNTER DARRYL	0002	0020	2	04/23/98	04/24/98
HUNTER DARRYL	0002	0020	2	04/20/98	04/21/98
HURTADO VICTOR GABRIEL	0002	0020	2	04/26/98	04/27/98
HURTADO VICTOR GABRIEL	0002	0020	3	04/18/98	04/21/98
JONES KENNETH R	0002	0020	1	05/01/98	05/01/98
JONES KENNETH R	0002	0020	2	04/28/98	04/29/98
JONES KENNETH R	0002	0020	2	04/25/98	04/26/98
JONES KENNETH R	0002	0020	2	04/22/98	04/23/98
KELLER JAMES	0002	0020	2	04/28/98	04/29/98
KELLER JAMES	0002	0020	2	04/20/98	04/21/98
KING JOSEPH L	0002	0020	2	04/20/98	04/21/98
KNIGHT ROHAN	0002	0020	2	04/23/98	04/24/98
KOENIG WILLIAM G	0002	0020	2	04/27/98	04/28/98
KOENIG WILLIAM G	0002	0020	2	04/24/98	04/25/98
KOENIG WILLIAM G	0002	0020	2	04/21/98	04/22/98
KOENIG WILLIAM G	0002	0020	2	04/18/98	04/19/98
LAU KERBY	0002	0020	2	04/23/98	04/24/98
LAU KERBY	0002	0020	1	04/18/98	04/18/98
LEE SONNY JAK	0002	0020	3	04/18/98	04/21/98
MAGNUSEN LONNIE H	0002	0020	2	04/29/98	04/30/98
MAGNUSEN LONNIE H	0002	0020	2	04/26/98	04/27/98
MAGNUSEN LONNIE H	0002	0020	3	04/18/98	04/24/98
MCHUGH PAUL M	0002	0020	2	04/25/98	04/26/98
MCHUGH PAUL M	0002	0020	2	04/19/98	04/20/98
MIELKE ROBERT T	0002	0020	1	04/18/98	04/18/98
MOY EDWARD BENJAMIN	0002	0020	5	04/19/98	05/01/98
MULHAIR LESLIE K	0002	0020	2	04/30/98	05/01/98
MULHAIR LESLIE K	0002	0020	2	04/27/98	04/28/98
MULHAIR LESLIE K	0002	0020	2	04/24/98	04/25/98
MULHAIR LESLIE K	0002	0020	4	04/18/98	04/22/98
MUNIZ ROBERT P	0002	0020	2	04/18/98	04/19/98
OLEARY MICHAEL E	0002	0020	2	04/20/98	04/21/98
OSHEA JOHN P	0002	0020	6	04/24/98	05/01/98

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H) Temporary Appointments (Continued)

OSULLIVAN KEVIN EDWARD	0002	0020	1	05/01/98	05/01/98
PARDINI DENNIS	0002	0020	2	04/24/98	04/25/98
PARENT JOHN C.	0002	0020	3	04/18/98	04/21/98
PATT MICHAEL DONALD	0002	0020	2	04/27/98	04/28/98
PATT MICHAEL DONALD	0002	0020	2	04/21/98	04/22/98
PATT MICHAEL DONALD	0002	0020	2	04/18/98	04/19/98
PAUL ALLAN R	0002	0020	2	04/18/98	04/19/98
PEREZ VINCENT ACEVES	0002	0020	2	04/30/98	05/01/98
PEREZ VINCENT ACEVES	0002	0020	2	04/27/98	04/28/98
PEREZ VINCENT ACEVES	0002	0020	4	04/21/98	04/25/98
POSTEL ROBERT FREDERICK	0002	0020	1	05/01/98	05/01/98
POSTEL ROBERT FREDERICK	0002	0020	2	04/28/98	04/29/98
POSTEL ROBERT FREDERICK	0002	0020	2	04/22/98	04/23/98
POSTEL ROBERT FREDERICK	0002	0020	2	04/19/98	04/20/98
PRUYN RONALD C	0002	0020	4	04/26/98	04/30/98
PRUYN RONALD C	0002	0020	2	04/23/98	04/24/98
PRUYN RONALD C	0002	0020	3	04/18/98	04/21/98
PUMPHREY ZACHARY WILLIAMS	0002	0020	2	04/26/98	04/27/98
PUMPHREY ZACHARY WILLIAMS	0002	0020	2	04/23/98	04/24/98
PUMPHREY ZACHARY WILLIAMS	0002	0020	1	04/18/98	04/18/98
RABBITT BRIAN P	0002	0020	6	04/24/98	05/01/98
RABBITT BRIAN P	0002	0020	2	04/21/98	04/22/98
REY BRAD LAWRENCE	0002	0020	2	04/30/98	05/01/98
REY BRAD LAWRENCE	0002	0020	2	04/18/98	04/19/98
RUSSELL DAVID EDWARD	0002	0020	2	04/25/98	04/26/98
SERPA ANTHONY J	0002	0020	2	04/19/98	04/20/98
SEYLER JEANNE MARIE	0002	0020	4	04/19/98	04/23/98
SLATTERY RICHARD F	0002	0020	2	04/30/98	05/01/98
STORTI WILLIAM OLIVER	0002	0020	4	04/19/98	04/23/98
SULLIVAN DANIEL A	0002	0020	1	05/01/98	05/01/98
SULLIVAN DANIEL A	0002	0020	4	04/22/98	04/29/98
TUIASOSOPO JOHN MISIATA	0002	0020	4	04/27/98	05/01/98
TUIASOSOPO JOHN MISIATA	0002	0020	2	04/21/98	04/22/98
TUIASOSOPO JOHN MISIATA	0002	0020	2	04/18/98	04/19/98
URQUIAGA PAUL THOMAS	0002	0020	3	04/18/98	04/21/98
VELO JOSE L	0002	0020	2	04/25/98	04/26/98
VELO JOSE L	0002	0020	2	04/19/98	04/20/98
WETTELAND PATRICK	0002	0020	2	04/23/98	04/24/98
WIESSLER STEVEN	0002	0020	7	04/18/98	04/30/98
WINSLOW ROBERT EDWARD	0002	0020	4	04/27/98	05/01/98
WINSLOW ROBERT EDWARD	0002	0020	2	04/24/98	04/25/98
WINSLOW ROBERT EDWARD	0002	0020	2	04/21/98	04/22/98
WONG MIKE JAMES	0002	0020	2	04/27/98	04/28/98
WONG MIKE JAMES	0002	0020	2	04/24/98	04/25/98
WONG MIKE JAMES	0002	0020	2	04/21/98	04/22/98
WONG MIKE JAMES	0002	0020	2	04/18/98	04/19/98
WONG SUEON F	0002	0020	2	04/27/98	04/28/98
WONG SUEON F	0002	0020	2	04/24/98	04/25/98
WONG SUEON F	0002	0020	2	04/21/98	04/22/98

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H) Temporary Appointments (Continued)

WYNNE PETER	0002	0020	2	04/23/98	04/24/98
WYRSCH GREGORY LANCE	0002	0020	7	04/18/98	04/27/98
WYRSCH VICTOR HERMAN	0002	0020	1	05/01/98	05/01/98
WYRSCH VICTOR HERMAN	0002	0020	2	04/28/98	04/29/98
WYRSCH VICTOR HERMAN	0002	0020	2	04/25/98	04/26/98
WYRSCH VICTOR HERMAN	0002	0020	2	04/22/98	04/23/98
ZOUZOUNIS DENNIS J	0002	0020	2	04/28/98	04/29/98
ZOUZOUNIS DENNIS J	0002	0020	4	04/19/98	04/23/98
ALEXANDER ALEXANDRA	0002	0010	2	04/21/98	04/22/98
ALEXANDER ALEXANDRA	0002	0010	3	04/28/98	05/01/98
ALMIROL STANFORD E	0002	0010	2	04/27/98	04/28/98
ARNAUTOFF PETER	0002	0010	2	04/27/98	04/28/98
AUSTIN KATHY A	0002	0010	1	05/01/98	05/01/98
AUSTIN KATHY A	0002	0010	2	04/25/98	04/26/98
AUSTIN KATHY A	0002	0010	2	04/22/98	04/23/98
AUSTIN KATHY A	0002	0010	2	04/19/98	04/20/98
BIAGINI DANIEL J	0002	0010	9	04/18/98	04/30/98
BOURKE BERNARD L	0002	0010	2	04/21/98	04/22/98
BROCK JANET LOUISE	0002	0010	2	04/19/98	04/20/98
CARDINALE KATHRYN M C	0002	0010	2	04/27/98	04/28/98
CARDINALE KATHRYN M C	0002	0010	2	04/24/98	04/25/98
CARDINALE KATHRYN M C	0002	0010	2	04/21/98	04/22/98
CARLIN JAMES JOSEPH	0002	0010	2	04/30/98	05/01/98
CELONA MICHAEL	0002	0010	7	04/18/98	04/30/98
CUFFE FRANK	0002	0010	6	04/18/98	04/28/98
DEMARTINI SUSAN FRANCES	0002	0010	2	04/25/98	04/26/98
ECKBERG CHARLES A	0002	0010	2	04/22/98	04/23/98
ERTOLA CHADWICK CLARK	0002	0010	2	04/30/98	05/01/98
GHILARDI EDWARD	0002	0010	4	04/22/98	04/29/98
GORDON DAVID	0002	0010	8	04/18/98	04/29/98
HALL JAMES NMI	0002	0010	2	04/18/98	04/19/98
HARRIS LEONARDO	0002	0010	9	04/19/98	05/01/98
HESS GERALD W	0002	0010	2	04/30/98	05/01/98
HUI RICKY MING	0002	0010	2	04/30/98	05/01/98
JAMES ROBERT	0002	0010	9	04/18/98	04/30/98
JONHSON SEAN	0002	0010	1	04/18/98	04/18/98
KARAWANNY GEORGE	0002	0010	10	04/18/98	05/01/98
KAZARIAN STEVEN W	0002	0010	2	04/24/98	04/25/98
KAZARIAN THOMAS E	0002	0010	1	04/18/98	04/18/98
LERMA MELISSA MARIE	0002	0010	2	04/29/98	04/30/98
LERMA MELISSA MARIE	0002	0010	2	04/20/98	04/21/98
MCCOY JOHN	0002	0010	4	04/18/98	04/22/98
MURPHY EUGENE W	0002	0010	2	04/18/98	04/19/98
NORRIS DAVID F	0002	0010	2	04/27/98	04/28/98
PAMPANIN VINCENT	0002	0010	10	04/18/98	05/01/98
PAUL ALLAN	0002	0010	6	04/22/98	04/30/98
PEOPLES DONALD WAYNE	0002	0010	1	05/01/98	05/01/98
ROBINSON RONALD	0002	0010	8	04/18/98	05/01/98
TALMADGE MELINDA ANNETTE	0002	0010	3	04/18/98	04/21/98

3. CONSENT CALENDAR

H) Temporary Appointments (Continued)

TRUMPLER GREG C	0002	0010	1	05/01/98	05/01/98
URQUIAGA PAUL	0002	0010	6	04/23/98	04/30/98
VERANT ROGER	0002	0010	8	04/18/98	05/01/98
WING DEREK J	0002	0010	2	04/24/98	04/25/98
WON JOHN	0002	0010	8	04/18/98	05/01/98
WONG JEFFREY NMN	0002	0010	2	04/19/98	04/20/98
WOO ARNOLD	0002	0010	2	04/30/98	05/01/98
WOOD ADAM HOLBROOK	0002	0010	2	04/27/98	04/28/98
WU ALLEN SUNNY	0002	0010	2	04/25/98	04/26/98
JACOBS ROBERT	0002	0001	2	04/29/98	04/30/98
LAFFERTY WILLIAM	0002	0001	2	04/26/98	04/27/98
SOBOZINSKY ANDREW	0002	0001	2	04/27/98	04/28/98
ANDERSEN DAVID	0001	0033	2	04/26/98	04/27/98
CARNIGLIA MARCO	0001	0033	2	04/22/98	04/23/98
CERNA GEORGE	0001	0033	2	04/28/98	04/29/98
DAVIS ARTHUR	0001	0033	2	04/23/98	04/24/98
ALBOFF GEORGE S	0006	0024	8	04/20/98	05/01/98
CARDER MARY	0002	0006	6	04/21/98	04/28/98
MCGUINN MARTY	0002	0006	7	04/18/98	04/30/98
SCANNELL JOSEPH	0002	0006	9	04/19/98	05/01/98
THOMAS JENNIFER	0010	0006	7	04/18/98	05/01/98
VEGA PAUL	0010	0006	7	04/18/98	04/30/98
JOE ALFRED	0010	0016	10	04/20/98	05/01/98
JUAREZ FERNANDO	0002	0018	10	04/20/98	05/01/98
CEREGHINO KENNETH	0022	0032	5	04/20/98	04/30/98
LI ERNEST	0022	0032	8	04/21/98	05/01/98
BRAIDA MICHAEL	0004	0022	8	04/20/98	04/30/98
GRAFF JOSEPH	0004	0022	5	04/21/98	04/28/98
SCHEMBRI PETER	0006	0022	7	04/20/98	04/30/98
HONG CLIFTON	0002	0004	8	04/20/98	05/01/98
GUITRON BRUCE	0002	0004	4	04/27/98	05/01/98
PIOMBO JOHN	0002	0004	4	04/27/98	04/30/98
ZARI GERALD	0002	0004	7	04/21/98	04/30/98

3. CONSENT CALENDAR

H) Temporary Appointments (Continued)

DISABILITY PAY

CERCOS JOHN	0030	0040	14	04/18/98	05/01/98
WAGNER BRUCE	0020	0030	14	04/18/98	05/01/98
SILVESTRI ALFRED J	0024	0032	14	04/18/98	05/01/98
DEMARTINI GEORGE	0020	0028	14	04/18/98	05/01/98
DUNN GERALD	0002	0020	14	04/18/98	05/01/98
DRYDEN DOUGLAS	0002	0020	14	04/18/98	05/01/98
CUFFE FRANK	0002	0010	3	04/29/98	05/01/98

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted ten letters commending members of the Department for response to requests for assistance or emergencies, or training.

President Fernandez-Pifer directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

★ ★ ★ ★ ★ ★ ★ ★

Holy Trinity Orthodox Cathedral
1520 Green Street
San Francisco, California 94123

May 4, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

This note is a thank you to all the firefighters who answered the call when fire broke out at Holy Trinity Cathedral on April 19, 1998, the Orthodox Christian Easter Sunday. All of you exhibited great skill, training and teamwork in saving our landmark church. It is the oldest Orthodox parish in America.

In the midst of our horror and shock at this devastating situation, we could not help but notice and appreciate the great sensitivity you showed us. Without exception, each firefighter treated us and all the holy objects you came across with respect. Damaged items were not treated as burned trash but were delivered reverently, by hand, to church members for appropriate disposition.

No lives were lost and the cathedral will be repaired. We are exceedingly grateful. Again, thank you. We invite you to visit us at anytime.

Sincerely,

/s/ PARISHIONERS OF
HOLY TRINITY CATHEDRAL

★ ★ ★ ★ ★ ★ ★ ★

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Wah Mei School
1400 Judah Street
San Francisco, California 94122

April 21, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

Thank you for the fire hats and materials you supplied Firefighter Barry Wong when he visited our preschool on Tuesday, April 14th.

The class of 29 students were very interested in what he had to share and asked many important questions about fire safety.

This is a valuable service and resource you provide to the educational community. Please continue to support the Fireflies Program of Firefighters In The Schools.

Sincerely,

/s/ DORENA M. LEE
Head Teacher

* * * * *

April 27, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Oear Chief Demmons:

Thank you Chief Demmons. For all of the hard work and the collaborating you and your firefighters often do, we thank you. You know you rank number one with us.

Sincerely,

/s/ DIANE ROSE
Program Manager
South of Market Council
965 Mission Street, #750
San Francisco, CA 94103

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

City of Oakland
505 Fourteenth Street, Suite 510
Oakland, California 94612

April 22, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

Please accept my appreciation for allowing Battalion Chief Johnny Lo to serve as an assessor for our recent captain's examination. His assistance was most appreciated, and his professional expertise was a real asset in the evaluation of our candidates.

If we can be of assistance to you or your organization in the future, please do not hesitate to contact me.

Sincerely,

/s/ JOHN K. BAKER

Director

Oakland Fire Services Agency

* * * * *

May 5, 1998

Dear Chief:

My name is Patricia Forbes. On "Bring your Daughter to Work" day, I went to Station 44. Three wonderful and interesting firefighters invited my sister and I to Station 44. One of the firefighters was John Jaber. John showed me around the fire engine. He let me squirt the hose, and showed me all of the oxygen, ladders, and gadgets on the fire engine. Through the whole experience he made me laugh. Bob Fisher makes great macaroni salad and hot dogs. He is a kind person and is also very humorous. Jim was very kind to me and showed me inside the firehouse. He also showed me how the firefighters write down every single thing they do. I had the best time I could ever have thanks to Jim, Bob and John. (The crew that day was Lieutenant James Lambrechts, Firefighters Robert Fisher, John Jaber and James Onoe.)

Sincerely,

/s/ PATRICIA FORBES

2 Banff Way

Pacifica, CA 94044

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

City and County of San Francisco
Solid Waste Management Program
11145 Market Street, Suite 404
San Francisco, California 94102

April 23, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

Last night, we held a meeting for representatives of the San Francisco Solid Waste Management Program, the San Francisco Fire Department, the Little Hollywood neighborhood and San Francisco's garbage company. The purpose was to review the Household Hazardous Waste Collection Facility's emergency response procedures. Captain Gerald Grey attended the meeting and gave a presentation that was extremely informative. It also furthered our goal of open communication among the parties that were present.

Thank you for approving his attendance at this meeting. Captain Grey's expertise in the field of hazardous materials is indisputable and his 25 years of emergency response experience in San Francisco is invaluable. We are lucky to have his understanding and support of our hazardous waste facility.

Sincerely,

/s/ KAREN B. STRANDOO
Hazardous Waste Program Manager

* * * * *

April 23, 1998

Dear Chief Demmons:

I would like to express my deep gratitude and appreciation for your department! The paramedics not only took excellent care of me, but of my 3-year-old daughter as well. They made sure that she was not frightened and that she felt comfortable throughout an otherwise uncomfortable ordeal. (The two paramedics were Robert Weaver and Simon Pang.)

Thank you for your help!

Sincerely,

/s/ VIOLET KARAGIO
460 Ellis Street, #34
San Francisco, CA 94102

* * * * *

4. REGULAR CALENDAR -- NEW BUSINESS

A) Letters of Commendation (Continued)

Safety Network Central
2012 Pine Street
San Francisco, California 94115

April 23, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

The Safety Network Program extends its sincere gratitude for your support of the "Choose To Be Safe" event the week of April 6-10, 1998. We would also like to extend a special thank you to Firefighter Fernando Juarez for his help in arranging to have the fire department participate. His commitment to the youth of San Francisco was demonstrated by his attendance at every single event.

Because of your support, between 1,300 and 1,500 children and youth were provided with an essential safety education. We appreciate that you understand that children and youth need to be empowered so that they can choose to be safe. Your participation demonstrates your dedication to the safety of the young people of San Francisco.

Thank you again and please let us know if we can be of any assistance to furthering the safety of children, youth, their families and all the citizens of San Francisco.

Sincerely,

/s/ GLORIA B. SOLIZ
Program Director
Safety Network Program

Note: Two similar letters of praise were
received from the School Health
Programs Department and the
California State Automobile
Association

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

B) City Attorney

Communication received from Deputy City Attorney John D. Cooper, dated May 19, 1998, submitting for Fire Commission's adoption settlement of the following litigation:

Settlement of Attorneys' Fees
in the amount of \$32,610.81 covering
the period January 1, 1998, to
March 31, 1998. The proposed
settlement relates to the case of
USA v. CCSF, et al., USDC Action
No. C84-708g MHP.

Vice President Roff moved and Commissioner Nakajo seconded.
There were no questions or discussion and settlement of above litigation was
adopted on recommendation of Chief of Department.

C) Fire Department Chaplain

Introducing and presenting badge of office to Rev. George Twigg-Porter,
Catholic Chaplain, San Francisco Fire Department.

Acting Chief Gamble asked Father Twigg-Porter to come forward and stated that
the Rev. George Twigg-Porter, S.J., was born in England, emigrated to the
United States in 1929; BA from Santa Clara in 1944; MA in teaching from Gonzaga
in 1948; Entered the Society of Jesus in 1940, and was ordained priest in 1953;
High School teacher 1947-1950, St. Ignatius in San Francisco from 1947-48, and
Loyola of Los Angeles from 1948-50; Chaplain, San Francisco Public Health,
Paramedic Division from 1961-97.

Acting Chief Gamble said it was an honor to have Father Twigg-Porter become a
fire department chaplain. He presented him with a Chaplain's badge and
introduced him to the Fire Commission. Father John Greene joined the new
Chaplain and Acting Chief Gamble for a photograph.

Rev. Twigg-Porter commented that it was an honor to be named a Chaplain with
the San Francisco Fire Department. After you get to a certain age ... He was
told he was going to be tested for the position; that he can pull a garden hose
and climb a three foot ladder. When I worked with the paramedics I had the
opportunity to help them with CPR on several occasions, and I picked up a lot
of knowledge. On occasions he has given first aid during airplane travel,
which is unusual for most priests. He is very happy to be with you, for one
thing it is an honor for older people. It is nice to take care of these senior

4. REGULAR CALENDAR - NEW BUSINESS

C) Fire Department Chaplain (Continued)

citizens. Best to all of you. The biggest thing is working together. He found that out especially with the paramedics and how much they have to work together, and that is why we need to work together on the scene.

D) SFFD - Workforce Representation

Discussion concerning workforce representation in the Fire Department and its hiring/promotion practices.

President Fernandez-Pifer stated that the Commission had received a request from Mr. William McNeill, representing the Plaintiff/Intervenors, to continue this matter. The Commission is agreeable to continue the matter but had not yet determined a specific date. We will be discussing the date in connection with travel dates and vacation plans, as well. President Fernandez-Pifer directed Mr. Connors to communicate with Mr. McNeill and Ms. Thomson and arrive at a mutually agreeable date.

E) Public Comment

Paul Chin, President, Asian Firefighters Association (AFA). He stated that he wanted to take this opportunity to introduce himself to the Commission as the newly elected President of the AFA. He thanked the Commission and administration for their efforts in diversifying the Fire Department, and he hopes that these efforts continue. He wants the Commission and Chief to know that whatever we can do as Asian firefighters to aid in the diversity of the San Francisco Fire Department we will be more than willing to help. He also wanted to inform the administration that the Association's goals for this year are based on the community, we have been working towards that on our own. We will try to reach out to the community and assist in whatever way we can, on or off duty. He introduced Lieutenant Alexander King, a board member of the AFA. The Association's entire board is new this year. We hope to work together on different issues, and if you need our assistance we will be more than glad to help.

President Fernandez-Pifer thanked Mr. Chin, saying the Commission appreciates his offer.

Commissioner Nakajo said he wanted to say that as a Commissioner he appreciates it when an employee group comes forward to introduce itself and educate the

4. REGULAR CALENDAR - NEW BUSINESS

E) Public Comment (Continued)

Commission as to the various issues of concern and interest to the Association. It is really gratifying to see you here today, and he appreciated the comments in terms of the Asian firefighters.

Jack Lee, attorney for Chinese for Affirmative Action, and one of the plaintiffs/intervenors. He wanted to introduce himself, instead of just being a name on a bill. He wanted to emphasize one thing, and that is, he thinks this administration took a very historic opportunity to emphasize the need for bilingual services in the fire services, and he thinks that was something not in the original Consent Decree, certainly not to the same degree it is in the Stipulated Order. He urged the Commission to call upon his client - Chinese for Affirmative Action - to help you keep that priority in your own mind, to help you sort out what types of bilingual services are needed in the Department. And, from time to time, he is sure he will be able to remind the Commission about that, and from time to time we might disagree about that, but he appreciates the Commission's approach, and constructive and novel things that this administration has done in trying to reach diversity and even go beyond that. Thank you.

President Fernandez-Pifer said that the Commission appreciates his offer of assistance. There are many, many languages out there and the Commission needs to be constantly aware of our clients' needs. If you have any suggestions, or if you have resources we would certainly want to hear from you.

Mr. Lee responded that we have lots of ideas.

John Darmanin commented that he was here speaking as a private citizen. On April 23, 1998, Commissioner Fernandez-Pifer, you told me that you would find out why the Chief's Office notified me of my demotion through my 16-year-old son in the form of a phone call, and also notified me of my assignment change, through my son through a phone call. I don't know where your investigation or inquiry on that is right now, but on May 5, 1998, Deputy Chief Gamble sent a letter to James Ahern, President, Local 798. In that letter, Chief Gamble tells President Ahern that the Fire Department did not call my son and tell him that I was demoted. I find that very strange that he can make such a statement without contacting my son or myself, but in fact Chief Gamble did make that statement. He does not reference any information he used to come to that conclusion, nor does he say that he even spoke with the person who actually made the phone call. But he did make that statement to Mr. Ahern. I find Chief Gamble's remarks in his letter insulting and offensive to imply that my son was not being truthful - that's exactly what the letter implies. Chief Gamble did not speak to me or my son before making such a determination, and I find it irresponsible and insulting for Chief Gamble to send and write such a letter. At this stage, with everything that has been happening in my career over the last 18 months, I just find that this is just another form of

4. REGULAR CALENDAR - NEW BUSINESS

E) Public Comment (Continued)

harassment by Chief Gamble personally, and he is using the color of authority to pursue his harassment against me, and retaliation as well as for previous reports that I had filed criticizing the Fire Department in a lot of wrongdoing that I witnessed that for the past 18 months has been covered up. I really can't see how this Commission can continue to allow this Department, through letters like Chief Gamble's - to make such vicious, irresponsible statements that in this case concerns my family as well. I'm tired of it, I'm very tired of it. A lot of people are. There have been a lot of vicious attacks, not just against family members, but primarily firefighters who dare to speak their opinions and bring deficiencies to the Department's attention.

I'm concerned about another matter as well, that I would like to get to real quick. May 14th as you know was the date scheduled for an appeal hearing on suspension that I received earlier this year. That never happened. I arrived May 14th knowing it was continued to I believe a special meeting on June 3rd. I showed up at the last Commission meeting, on May 14th. You were not here President Fernandez-Pifer, but I advised members who were here that I was told that this Commission was informed by Deputy City Attorney Terence Howzell, who is handling the case for the Fire Department, that a continuance was needed because I was unable to attend. That is incorrect. My presence that night on May 14th was evidence that I was able to attend. I find it ... (Secretary Connors informed the Commission that Mr. Darmanin's three mintues were up). Let me get my train of thought back. The fact that this Commission was incorrectly notified disturbs me, especially when I found out later that Deputy City Attorney Terence Howzell was going to be out of the country for a couple of weeks, and the continuance was to accommodate him, not me. I fought too long and too hard to try to get this apeal heard in a timely manner to allow the Deputy City Attorney representing the Fire Department to tell this Commission that I was unable to attend May 14th. I think that is, again, outrageous. In a subsequent letter to Duane Reno, who brought this error to Terence Howzell's attention, he also comments on how upset I was that I was not being afforded due process. He almost joked about it, and I find that offensive as well, using me as an excuse so he can go on vacation. I don't see the sense in that. So, I was there that night to set the record straight, and I wanted to bring it to your attention tonight, as well.

The other thing that I brought to this Commission's attention - this is the very last thing - was a letter to the editor that was published in the S.F. Bay Guardian, again that was a letter written by Deputy Chief Gamble, that basically criticized an article that was in the paper. That article was printed in the paper by a reporter who contacted me, after he read a public document which was a complaint that I submitted to the Sunshine Ordinance (Taskforce). He called me up and asked me questions regarding that complaint, and I answered those questions, which is my right to do so. The letter I am referring to that Deputy Chief Gamble wrote, contained items in it that are

4. REGULAR CALENDAR - NEW BUSINESS

E) Public Comment (Continued)

personnel matters. From what I understand of the law, and my attorneys understand of the law, those are confidential matters. It is my option whether I want to speak about them or not, not this Department's, and he is in violation of that Labor Code section, I believe it is 6254. I find that very offensive, as well, and another form of harassment by Chief Gamble personally, as well as this Fire Department for allowing it to happen. I don't know what else has to happen before this Commission takes some public action. I'm sure you are doing plenty in the background, but it is not doing me any good. I understand that this Commission is aware of a lot of things that have been going on. You are in possession of a lot of documents. You understand a lot of what is happening behind the scenes, but until it is dealt with in a public forum it is as if you are not doing anything, and it is very, very frustrating to me, to my family, as well as others who are in similar situations. I hope your actions are going to be a little more public in the future so we can get this resolved. And, I hope this Commission can advise the administration to back off. I'm getting tired of it. And it is not right. Thank you.

5. CLOSED SESSION

6:30-7:05 p.m.

Pursuant to the Ralph M. Brown Act, Government Code Section 54947, and San Francisco Administrative Code Section 67.10(b), the Fire Commission will meet in closed session.

1. Public Employee Performance Evaluation (Merit Pay - MOU)

Robert L. Demmons, Chief of Department

2. Reconvene in Open Session

President Fernandez-Pifer announced that the Commission was back in session after having met in closed session to evaluate Chief Robert Demmons in accordance with the Municipal Executive Association (MEA) Memorandum of Understanding (MOU) pay for performance requirement. The specific section is Section III.A. WAGES, Paragraph 46, that pertains to merit pay performance. She asked for a motion from the

5. CLOSED SESSION
(Continued)

Commission as to whether or not we should disclose any or all of the discussion that the Commission had in closed session [S.F. Administrative Code Section 67.14 (a)].

Vice President Roff moved, seconded by Commissioner Soulis, to disclose the results of the closed session discussion. The motion passed 5-0.

President Fernandez-Pifer announced that it is the decision of the Commission to award Chief Demmons a 5 percent merit pay increase in accordance with the applicable provisions of the Municipal Executive Association Memorandum of Understanding.

Vice President Roff commented that this action conforms with an effort by all City departments to establish goals and objectives so that there will be a measurable criteria of performance in each department. Certainly in this case, the Chief and his principal subordinates, deserve recognition for the outstanding work not only in resolving the issue of the Consent Decree; the merger of the EMS into the Fire Department, and other achievements. It has really been a transformation of the Department. The merit increase for the Chief is richly deserved and it will put in place a system whereby we have a formal annual process for evaluation, and establishing goals and objectives and evaluating performance from hereon out.

Commissioner Roeca commented that one need only look so far as the Mission Statement and Value Statement of this Department to see that the Chief truly merits this increase. It is very appropriate.

There being no further business to come before the Commission, the meeting was adjourned at 7:08 p.m.

Raymond G. Connors
Secretary

JUN 19 1998

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No. 98-18

JOURNAL OF PROCEEDINGS
(MINUTES)

FIRE COMMISSION

Special Meeting - Wednesday - June 3, 1998 - 4:00 p.m.

260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:

President Rosemarie Fernandez-Pifer

Vice President Hadley R. Roff

Commissioner Stephen A. Nakajo

Commissioner Russell S. Roeca

Commissioner Ted N. Soulis was excused for business reasons.

Robert L. Demmons

- Chief of Department

2. PUBLIC COMMENT

There were no members of the public who wanted to comment.

3. SUSPENSION APPEAL HEARING AND COMMISSION DELIBERATIONS ON APPELLANT'S MOTION TO DISMISS (Cont'd from Meeting of 01-08-98)

In accord with Section 4001.4. of the Rules and Regulations, reporting that Operations-Training Supervisor John F. Darmanin, Airport, has appealed his ten calendar days of suspension for the period January 5 through 16, 1998. He was suspended for violations of the Rules and Regulations as follows:

Section 3915 - Proper Behavior
Section 3919 - Unacceptable Language
Section 3922 - Acts Detrimental to Welfare
 of Department
Section 3924 - Insubordination
Section 3935 - False Reports/False Testimony

4:20-6:35 p.m.

A) Hearing on Appellant's Motion to Dismiss
(Notice: This portion of the meeting may be held in Closed Session pursuant to Government Code Section 54957)

Appearances:

Terence Howzell and Molly Stump, Deputy City Attorneys, represented the Department.

Duane Reno, Esq., represented Mr. John Darmanin, who was present.

Marie Corlett Blits, Deputy City Attorney, represented the Fire Commission.

Open/Closed Hearing:

President Fernandez-Pifer inquired if Mr. Darmanin wanted an open or closed hearing. Mr. Reno, on behalf of Mr. Darmanin requested that the hearing be open. President Fernandez-Pifer directed that the meeting shall remain open.

Opening Statements:

Both counsel made opening statements concerning the pending matter of a Motion to Dismiss:

Duane Reno 4:25-4:35 p.m.
Terence Howzell 4:35-4:45 p.m.

Both counsel made replies to each other's Motion comments or responded to Commission questions, from 4:45 to 5:15 p.m.

3. SUSPENSION APPEAL HEARING AND COMMISSION DELIBERATIONS ON APPELLANT'S MOTION TO DISMISS (Continued)
(Cont'd from Meeting of 01-08-98)

B) Commission Deliberations on Appellant's Motion to Dismiss
(Notice: This portion of the meeting may be held in Closed Session pursuant to Government Code Section 54957)

President Fernandez-Pifer announced that the Commission would recess into Closed Session to deliberate on the Motion to Dismiss 5:15-6:14 p.m.

4. A) Possible report on action taken in Closed Session, pursuant to Government Code Sections 54957.1 and 54957.7, and San Francisco Administrative Code Section 67.14(b).

President Fernandez-Pifer reported the actions, as follows:

The Commission decided:

1. Not to act on the Motion to Dismiss at this time, but to take it under submission.
2. To proceed to hold an evidentiary hearing on that Motion, which should include evidence on the nature/purpose of the Department's mediation process as referenced in the Motion to Dismiss.
3. To direct counsel to establish timelines for a discovery process in advance of the evidentiary hearing, and work with the Fire Commission Secretary on the dates.
4. To direct counsel to submit their list of witnesses in the order of testifying; share documents, and endeavor to stipulate to facts, all in advance of the evidentiary hearing.
5. Not to accept any changes to the Order of Suspension at issue.

B) Vote to elect whether to disclose any or all Closed Session discussions, pursuant to San Francisco Administrative Code Section 67.14(a).

Commissioner Roeca moved, seconded by Vice President Roff, that the Commission disclose actions taken during the closed session, as reported by President Fernandez-Pifer under Item 4.A.
The motion carried by a vote of 4-0.

The matter was continued to a hearing on Monday, August 3, 1998, at 9:00 a.m., with an additional day of hearing on Friday, August 7, 1998, if needed.

5. ADJOURNMENT

There being no further business to come before the Commission, the meeting was adjourned at 6:35 p.m.

Note: Above represents summary of events.
Court reporter recorded entire proceedings.

Raymond G. Connors
Secretary

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No. 98-19

JOURNAL OF PROCEEDINGS
(MINUTES)

FIRE COMMISSION

Special Meeting - Monday - June 8, 1998 - 4:00 p.m.

260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:
President Rosemarie Fernandez-Pifer
Vice President Hadley R. Roff
Commissioner Stephen A. Nakajo
Commissioner Russell S. Roeca

Commissioner Ted N. Soulis was excused for business reasons.

Robert L. Demmons

- Chief of Department

2. PUBLIC COMMENT

There were no members of the public who wanted to comment.

3. FORMAL HEARING AND COMMISSION DELIBERATIONS ON MOTION TO DISMISS

(Cont'd from Meetings of 10-23-97, 11-25-97, 12-16-97, 02-26-98 & 03-28-98)

Formal Hearing concerning formal complaint filed by Robert L. Demmons, Chief of Department, on October 6, 1997, against Lieutenant Ariston Armada, charging him with violation of the Rules and Regulations as follows:

Section 2801 - Thorough Knowledge of Applicable

Policies and Practices

Section 2802 - Enforcement of Rules, Regulations

and Orders

Section 3905 - Unfamiliarity with Rules

Section 3926 - Tardiness and Failure to Report

G.O. 88 A-51 - Use of Slurs

G.O. 95 A-64 - EEO Reporting Procedures

4:10-6:20 p.m.

A) Hearing on Motion to Dismiss

(Notice: This portion of the meeting may be held in Closed Session pursuant to Government Code Section 54957)

Appearances:

Darren Lee, Deputy City Attorney, represented the Department.

Duane Reno and Nyanza Shaw, attorneys at law, represented Lieutenant Ariston Armada, who was present.

Marie Corlett 8lits, Deputy City Attorney, represented the Commission.

Open/Closed Hearing:

President Fernandez-Pifer asked Mr. Reno if he still wanted the hearing to remain closed, as it was when last convened. Mr. Reno replied affirmatively.

Arguments:

Counsel for the parties presented arguments on the Motion to Dismiss.

Duane Reno and Nyanza Shaw

4:12-4:23 p.m.

Darren Lee

4:23-4:35 p.m.

Response to questions from Commission 4:35-4:42 p.m.

RECESS: 4:42-5:35 p.m.

3. FORMAL HEARING AND COMMISSION DELIBERATIONS ON MOTION TO DISMISS (Continued)
(Cont'd from Meetings of 10-23-97, 11-25-97, 12-16-97, 02-26-98 & 03-28-98)

A) Hearing on Motion to Dismiss (Continued)

The Department through its attorney Darren Lee offered to dismiss four of the six charges:

5:35-5:45 p.m.

Sections 2801, 2802, 3926, and G.O. 88 A-51

Duane Reno responded

5:45-5:50 p.m.

B) Commission Deliberations, including Deliberations on Motion to Dismiss
(Notice: This portion of the meeting may be held in Closed Session pursuant to Government Code Section 54957)

Deliberations in Closed Session

5:50-6:00 p.m.

President Fernandez-Pifer announced that the Commission, in closed session, has found Lieutenant Armada guilty of the two remaining charges:

Section 3905 - Unfamiliarity with Rules

G.O. 95 A-64 - EEO Reporting Procedures

4. A) Possible report on action taken in Closed Session, pursuant to Government Code Sections 54957.1 and 54957.7, and San Francisco Administrative Code Section 67.14(b).

Commissioner Roeca moved, seconded by Vice President Roff, to go into public session. The motion passed 4-0, and President Fernandez-Pifer announced that:

The City has withdrawn the following four charges:

Sections 2801, 2802, 3926, and G.O. 88 A-51

The Commission has found Lieutenant Armada guilty of violating

Section 3905 - Unfamiliarity with Rules, and

G.O. 95 A-64 - EEO Reporting Procedures

B) Vote to elect whether to disclose any or all Closed Session discussions, pursuant to San Francisco Administrative Code Section 67.14(a).

Commissioner Roeca moved, seconded by Vice President Roff, that the Commission disclose what President Fernandez-Pifer stated as the Commission's disclosure from the Closed Session, and that this is the extent of the disclosure which the Commission wishes to make today.

4. B) (Continued)

The motion to disclose was adopted by a 4-0 vote. The Commission then voted 4-0 on separate roll calls to find Lieutenant Armada guilty of violating Section 3905 (Unfamiliarity with Rules), and G.O. 95 A-64 (EEO Reporting Procedure).

Penalty Phase:

The following timeline was established prior to the hearing on the penalty phase:

- | | |
|--|------------------|
| 1. Darren Lee (for the Department) will submit a motion concerning the recommended penalty | Thurs. June 25th |
| 2. Duane Reno (for Lieutenant Armada) will submit a response | Thurs. July 9th |
| 3. Darren Lee will submit a reply | Thurs. July 16th |

Hearing Date:

The Commission will hold the penalty phase hearing as part of its Regular Meeting, Thursday, July 23, 1998.

5. ADJOURNMENT

There being no further business to come before the Commission, the meeting was adjourned at 6:20 p.m.

Note: Above represents summary of events.
Court reporter recorded entire proceedings.

Raymond G. Connors
Secretary

JUL 16 1998

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#2

6/11/98

No. 98-20

JOURNAL OF PROCEEDINGS(MINUTES)FIRE COMMISSION

Regular Meeting - Thursday - June 11, 1998 - 6:00 p.m.
260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:

Acting President Hadley R. Roff
Commissioner Stephen A. Nakajo
Commissioner Russell S. Roeca

President Rosemarie Fernandez-Pifer was excused for business reasons, and
Commissioner Ted N. Soulis was excused for vacation.

Robert L. Demmons
Harold E. Gamble
Patrick W. White
Lorrie A. Kalos

- Chief of Department
- Deputy Chief - Operations
- Deputy Chief - Administration (Acting)
- Assistant Deputy Chief - Support Services

Chief Officers - Staff:

Aaron C. Stevenson
Bernie F. Lee
Joseph C. Asaro

- Fire Prevention
- Management Services
- Training (Acting)

Chief Officers - Firefighting Service:

Paul J. Tabacco
Frank Cercos
Richard D. Bracco
Ray Balzarini
Richard C. Shortall

- Division 1
- Division 2
- Division 3 (Acting)
- Division of Airports
- Emergency Medical Services (Acting)

2. Adoption of the minutes of the Regular Meeting of May 14, 1998.

Commissioner Roeca moved and Commissioner Nakajo seconded.
There were no questions or discussion and the minutes were adopted as
presented.

1. The first of these is the fact that the
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3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "J") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A) Military Leave

Submitting for adoption application from one member for Military Leave of Absence with pay, in order to comply with Military Orders received from his commanding officer:

	<u>Rank</u>	<u>Dates</u>	<u>Days</u>	<u>Military Organization</u>	<u>Purpose</u>
Donnelly, Mark S. CMSGT	H2D LT	05-28-98 thru 06-03-98	7	US Air Force Res. Travis AF8, CA	Attend Active Duty Training

B) Retirements

Communications received from Retirement Board indicating the following members have retired:

			<u>Retirement Date</u>
Elb, Richard A.	H4D 8attalion Chief	Ind. Dis.	Nov. 14, 1997
Fitzpatrick, James M.	H2 Firefighter	Service	May 09, 1998
Sarlatte, Richard E.	H2 Firefighter	Service	May 14, 1998

(Note: Retirement Certificates will be presented at Fire Commission meeting of July 23, 1998)

C) Monthly Report - Training

Submitting monthly report from Division of Training for May, 1998.

D) Provisional Appointment

Reporting the following PROVISIONAL appointment:

EFFECTIVE DATE - MAY 25, 1998

1450 Executive Secretary I

Carol A. Lindgren
(vice: Ann Folan, resigned)

3. CONSENT CALENDAR

E) Resignation

Submitting resignation of the following:

Maxine Louie, 1446 Secretary II, effective close of business May 18, 1998.
(Resigned in order to accept permanent 1446 position at the Airport.
Approximate length of service - 1-1/2 years.)

Liliam Berrios-Floersch, 1426 Senior Clerk Typist, effective close of business May 29, 1998.

(Resigned in order to accept permanent 1426 position at the Police Department.
Transferred from DPH 07-01-97.)

F) Leave of Absence

Submitting request for leave of absence with pay for Captain Tom Siragusa, Truck 7, and Captain Gary Leal, Engine 6, for five days, June 1 through June 5, 1998, in order to attend a Hazardous Materials Instructor Certification course at the California Specialized Training Institute in San Louis Obispo. The cost for lodging and transportation will be paid by Environmental Health Management, Department of Public Health. WDO costs may be incurred for both captains.

G) Leave of Absence

Submitting request for leave of absence without pay from the following H1 Fire Rescue Paramedics:

Gina Hernandez
Irene Ybarra

for 50 days (sick leave), April 20 through June 8, 1998.

3. CONSENT CALENDAR

H) Accidents

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

	<u>Accident No.</u>	<u>Date</u>	<u>Serial No.</u>	<u>Category</u>	<u>Recommendation</u>
Medic 38 Drv: FF Christina Hijjawi	97-8-210	04-28-98		A	File
Cause: Misjudged clearance - Medic 38 struck a cement wall while entering Mount Zion Hospital driveway					
Engine 12 Off: Lt. Thomas Kurpinsky; Drv: FF Joseph Sullivan	97-8-211	04-30-98	593	B	File
Cause: Hit and run - Eng 12 was parked and unattended in front of quarters when it was hit by a vehicle which fled the scene					
Engine 38 Off: Lt. Frank Morino; Drv: FF Lenette Thompson	97-8-212	05-01-98	576	B	File
Cause: Open compartment door - Eng 38, while responding to an incident, struck a vehicle when Eng 38's compartment door opened					
Engine 31 Off: Lt. Kevin Smith; Drv: FF Perry Choy	97-8-213	05-02-98	586	A	File
Cause: Misjudged clearance - Eng 31, while making a turn in Golden Gate Park, grazed a tree					
Truck 12 Off: Lt. Thomas Kurpinsky; Drv: FF Ronald Pharis; Tlr: FF Arthur Giovara	97-8-214	05-05-98	610	A	File
Cause: Misjudged clearance - Trk 12, while making a left turn, struck a parked car					
Engine 40 Off: T/Lt. Leslie Steinhoff; Drv: FF Robert McDi11	97-8-215	05-06-98	562	A	File
Cause: Eng 40 while exiting the station hit the station center support with the rear compartment door, which was left open					

3. CONSENT CALENDAR

H) Accidents (Continued)

CD 1	97-8-216	05-08-98	407	8	8111
Drv: C/A Richard Hartmann					
Cause: Rear ended - CD1, while stopped in heavy traffic, was rear ended by a vehicle					
Engine 38	97-8-217	05-09-98	576	A	File
Off: T/Lt. Richard Allan; Drv: Heather Piper					
Cause: Misjudged clearance - Eng 38 was making a U-turn when it struck a concrete pillar					
Engine 11	97-8-218	05-09-98	591	8	8111
Off: Capt. Edward Roland; Drv: FF Paul McDonagh					
Cause: Misjudged clearance - Eng 11 was making a right turn when it struck the bumper of a vehicle that failed to yield right of way to Eng 11					
Engine 3	97-8-219	05-11-98	507	8	Bill
Off: Lt. Arnesto Estrella; Drv: FF Timothy Sullivan					
Cause: Failure to yield - While responding to an incident and making a right turn, Eng 3 struck a taxi cab; the cab has sped forward into Eng 3's turning path					
Engine 15	97-8-220	05-12-98	594	A	File
Off: Capt. Kevin Gonzalves; Drv: FF Gabriel Shin					
Cause: Backing up - Eng 15, while backing up, struck a parked vehicle; no guides were posted					
Truck 1	97-8-221	05-13-98	613	8	File
Off: Capt. Patrick McLaughlin; Drv: FF Keith Garaka; Tlr: FF Patrick Martinez					
Cause: Trk 1, while travelling on Mission Street, was struck by a vehicle, which was backing into a parking space					

Note:

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

3. CONSENT CALENDAR

H) Accidents (Continued)

Category 8 - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

I) Physician's Reports

Submitting biweekly reports of Fire Department Physician concerning disability injuries, April 18 through May 1, 1998, and May 2 through May 15, 1998.

J) Temporary Appointments

Reporting having made 357 temporary appointments May 2 through May 15, 1998.

Commissioner Roeca moved and Commissioner Nakajo seconded. "J" There were no questions or discussion and Items "A" through "J" on the Consent Calendar were adopted or ordered filed as appropriate.

3. CONSENT CALENDAR

J) Temporary Appointments (Continued)

Report having made 357 temporary appointments during Payroll Period
May 2 through May 15, 1998.

NAME	Present RANK	Higher RANK	NO.OF DAYS WORKED	DATES
ASARO JOSEPH	0040	0050	9	05/04/98 05/15/98
BOUDOURES ROBERT G	0040	0050	2	05/09/98 05/10/98
BOUDOURES ROBERT G	0040	0050	2	05/06/98 05/07/98
BRACCO RICHARD D	0040	0050	1	05/15/98 05/15/98
BRACCO RICHARD D	0040	0050	2	05/09/98 05/10/98
BRACCO RICHARD D	0040	0050	4	05/03/98 05/07/98
FERRY JAMES C	0040	0050	2	05/08/98 05/09/98
FRISELLA DAVID A	0040	0050	4	05/11/98 05/15/98
FRISELLA DAVID A	0040	0050	4	05/05/98 05/09/98
HABERLIN DAVID A	0040	0050	9	05/02/98 05/14/98
JONES PAUL D	0040	0050	1	05/15/98 05/15/98
JONES PAUL D	0040	0050	2	05/12/98 05/13/98
MALONEY GEORGE W	0040	0050	2	05/02/98 05/03/98
MILES WILLIAM E	0040	0050	2	05/02/98 05/03/98
MORAN MICHAEL R	0040	0050	2	05/12/98 05/13/98
MORAN MICHAEL R	0040	0050	4	05/03/98 05/07/98
THUESEN ALBERT L	0040	0050	1	05/02/98 05/02/98
TRACEY JAMES M	0040	0050	2	05/05/98 05/06/98
BENNETT ROD L	0030	0040	2	05/12/98 05/13/98
BENNETT ROD L	0030	0040	2	05/09/98 05/10/98
BENNETT ROD L	0030	0040	2	05/06/98 05/07/98
CAREY WILLIAM G	0030	0040	2	05/07/98 05/08/98
GARCIA PHILIP F	0030	0040	2	05/14/98 05/15/98
GARCIA PHILIP F	0030	0040	2	05/02/98 05/03/98
GOODIN DOUGLAS L	0030	0040	2	05/10/98 05/11/98
HAYES-WHITE JOANNE	0030	0040	8	05/04/98 05/14/98
KEARNEY MICHAEL S	0030	0040	2	05/14/98 05/15/98
KEARNEY MICHAEL S	0030	0040	2	05/11/98 05/12/98
KEARNEY MICHAEL S	0030	0040	2	05/08/98 05/09/98
KEARNEY MICHAEL S	0030	0040	2	05/05/98 05/06/98
KEARNEY MICHAEL S	0030	0040	2	05/02/98 05/03/98
KELBER PHILIP S	0030	0040	2	05/09/98 05/10/98
KELBER PHILIP S	0030	0040	2	05/06/98 05/07/98
HAYES-WHITE JOANNE	0030	0040	8	05/04/98 05/14/98
MASSETANI GARY	0030	0040	10	05/04/98 05/15/98
MCLAUGHLIN PATRICK	0030	0040	2	05/07/98 05/08/98
MCLAUGHLIN PATRICK	0030	0040	2	05/04/98 05/05/98
NOLAN VINCENT J	0030	0040	4	05/03/98 05/07/98

3. CONSENT CALENDAR

J) Temporary Appointments (Continued)

ODONNELL EDWARD JR	0030	0040	2	05/06/98	05/07/98
ODONNELL EDWARD JR	0030	0040	2	05/03/98	05/04/98
PAGAN VICTOR A	0030	0040	2	05/10/98	05/11/98
PAGAN VICTOR A	0030	0040	2	05/04/98	05/05/98
PEEFF JOHN T	0030	0040	2	05/02/98	05/03/98
RONAN JOHN E	0030	0040	2	05/12/98	05/13/98
ROYBAL PETER D	0030	0040	2	05/07/98	05/08/98
TOMASELLO RAYMOND	0030	0040	2	05/14/98	05/15/98
TOMASELLO RAYMOND	0030	0040	2	05/02/98	05/03/98
WILHELM ROGER J	0030	0040	2	05/07/98	05/08/98
FARRIS KENNETH	0030	0039	5	05/11/98	05/15/98
KOCHEVAR RICHARD	0030	0039	8	05/04/98	05/14/98
RYAN THOMAS	0030	0039	5	05/11/98	05/15/98
AHUMADA MICHAEL	0020	0030	1	05/02/98	05/02/98
BARAONA EUGENE A	0020	0030	2	05/12/98	05/13/98
BARAONA EUGENE A	0020	0030	2	05/09/98	05/10/98
BARAONA EUGENE A	0020	0030	2	05/06/98	05/07/98
BARAONA EUGENE A	0020	0030	2	05/03/98	05/04/98
BOKUPA STEVEN MASAACKI	0020	0030	2	05/07/98	05/08/98
BONNIE WM SCOTLAND	0020	0030	2	05/14/98	05/15/98
BONNIE WM SCOTLAND	0020	0030	2	05/08/98	05/09/98
BONNIE WM SCOTLAND	0020	0030	2	05/05/98	05/06/98
BONNIE WM SCOTLAND	0020	0030	2	05/02/98	05/03/98
CARROLL DAVID A	0020	0030	2	05/03/98	05/04/98
CASSIDY STEPHEN H	0020	0030	2	05/07/98	05/08/98
CONNORS JAMES M	0020	0030	2	05/02/98	05/03/98
CUNNIE MICHAEL J	0020	0030	4	05/09/98	05/13/98
CUNNIE MICHAEL J	0020	0030	2	05/03/98	05/04/98
DITO RAYMOND E	0020	0030	2	05/07/98	05/08/98
DRAKE MICHAEL F	0020	0030	1	05/07/98	05/08/98
DRAKE GEORGE	0020	0030	1	05/15/98	05/15/98
ERLER RUDOLPH L	0020	0030	4	05/03/98	04/07/98
FLAHERTY STEPHEN A	0020	0030	1	05/15/98	05/15/98
FLAHERTY STEPHEN A	0020	0030	4	05/03/98	05/07/98
FORBES JOHN J III	0020	0030	2	05/04/98	05/05/98
FREDIANI DONALD L	0020	0030	2	05/14/98	05/15/98
FREDIANI DONALD L	0020	0030	2	05/11/98	05/12/98
FREDIANI DONALD L	0020	0030	2	05/08/98	05/09/98
FREDIANI DONALD L	0020	0030	2	05/05/98	05/06/98
GARCIA GEORGE H JR	0020	0030	4	05/11/98	05/15/98
GARCIA GEORGE H JR	0020	0030	2	05/08/98	05/09/98
GARCIA GEORGE H JR	0020	0030	2	05/05/98	05/06/98
GRIFFIN JAMES W	0020	0030	2	05/12/98	05/13/98
GUTIERREZ RICHARD	0020	0030	1	05/15/98	05/15/98
GUTIERREZ RICHARD	0020	0030	2	05/12/98	05/13/98
GUTIERREZ RICHARD	0020	0030	4	05/03/98	05/07/98
HANSEN JERRY E	0020	0030	2	05/10/98	05/11/98

3. CONSENT CALENDAR

J) Temporary Appointments (Continued)

HARRINGTON JAMES P	0020	0030	7	05/02/98	05/14/98
HENTZ JAMES R	0020	0030	2	05/07/98	05/08/98
HUBBARD FRED A	0020	0030	1	05/15/98	05/15/98
HUBBARD FRED A	0020	0030	2	05/12/98	05/13/98
JONES MICHAEL	0020	0030	2	05/08/98	05/09/98
JONES MICHAEL	0020	0030	2	05/02/98	05/03/98
JONES STEVEN P	0020	0030	2	05/07/98	05/08/98
JONES WINONA M	0020	0030	2	05/12/98	05/13/98
KING ALEXANDER M	0020	0030	1	05/15/98	05/15/98
KING ALEXANDER M	0020	0030	2	05/09/98	05/10/98
KING ALEXANDER M	0020	0030	2	05/03/98	05/04/98
KUBEL DENNIS	0020	0030	2	05/04/98	05/05/98
LABRADO RUDOLPH G	0020	0030	2	05/07/98	05/08/98
LABRADO RUDOLPH G	0020	0030	2	05/04/98	05/05/98
LANDIVAR WILLIAM G	0020	0030	1	05/15/98	05/15/98
LARKIN HENRY J	0020	0030	2	05/12/98	05/13/98
LAUER RICHARD L	0020	0030	2	05/02/98	05/03/98
LEE JAMES J	0020	0030	4	05/04/98	05/08/98
LEONARD ALLAN J	0020	0030	2	05/10/98	05/11/98
LEONARD ALLAN J	0020	0030	1	05/02/98	05/02/98
LIGGINS EDWARD JR	0020	0030	2	05/14/98	05/15/98
LIGGINS EDWARD JR	0020	0030	2	05/02/98	05/03/98
MCHUGH JAMES E	0020	0030	3	05/12/98	05/15/98
MCHUGH JAMES E	0020	0030	2	05/06/98	05/07/98
MCKEON JOSEPH B	0020	0030	1	05/15/98	05/15/98
MCKEON JOSEPH B	0020	0030	2	05/09/98	05/10/98
MOLINARI ROBERT M	0020	0030	2	05/10/98	05/11/98
MOLINARI ROBERT M	0020	0030	2	05/04/98	05/05/98
MONTAGUE GARY M	0020	0030	1	05/15/98	05/15/98
MONTAGUE GARY M	0020	0030	2	05/06/98	05/07/98
MORINO FRANK	0020	0030	2	05/10/98	05/11/98
MORINO FRANK	0020	0030	2	05/04/98	05/05/98
MURRAY THOMAS E	0020	0030	2	05/07/98	05/08/98
MURRAY THOMAS E	0020	0030	2	05/04/98	05/05/98
OUTLEY JAMES A	0020	0030	2	05/04/98	05/05/98
PLESCIA MATTHEW V	0020	0030	1	05/15/98	05/15/98
PLESCIA MATTHEW V	0020	0030	4	05/06/98	05/10/98
PLESCIA MATTHEW V	0020	0030	2	05/03/98	05/04/98
SMITH STEPHEN C	0020	0030	2	05/07/98	05/08/98
SOULE ANTHONY P	0020	0030	2	05/10/98	05/11/98
SOULE ANTHONY P	0020	0030	1	05/02/98	05/02/98
WARE ERNEST E	0020	0030	2	05/07/98	05/08/98
CASTELLANOS RUDOLPH	0020	0028	9	05/05/98	05/15/98
DEA EDMUND	0020	0028	5	05/11/98	05/15/98
FIELDS MONICA	0020	0028	5	05/11/98	05/15/98
HALE REX	0020	0028	5	05/11/98	05/15/98
HIGGINS JOSEPH	0020	0028	9	05/11/98	05/15/98
JONES GREGORY	0020	0028	5	05/11/98	05/15/98

3. CONSENT CALENDAR

J) Temporary Appointments (Continued)

LABRADO RUDOLPH	0020	0028	5	05/11/98	05/15/98
MARTIN DON	0020	0028	8	05/05/98	05/15/98
MCGREGOR RAEMONA	0020	0028	5	05/11/98	05/15/98
WILSON JOSEPH	0020	0028	10	05/04/98	05/15/98
CAMPBELL EDWARD	0010	0020	10	05/04/98	05/15/98
CHAN WING CHUNG	0010	0020	2	05/03/98	05/04/98
FERRANDO JOHN J	0010	0020	2	05/10/98	05/11/98
FERRANDO JOHN J	0010	0020	2	05/07/98	05/08/98
GRIFFEY NIKKI P	0010	0020	2	05/08/98	05/09/98
GRIFFEY NIKKI P	0010	0020	2	05/05/98	05/06/98
MORRISON JOSEPH	0010	0020	2	05/12/98	05/13/98
MORRISON JOSEPH	0010	0020	2	05/09/98	05/10/98
MORRISON JOSEPH	0010	0020	2	05/06/98	05/07/98
OWYANG GREGORY	0010	0020	8	05/04/98	05/14/98
OWEN KENNETH H	0010	0020	2	05/12/98	05/13/98
OWEN KENNETH H	0010	0020	2	05/08/98	05/09/98
STEINHOFF LESLIE C	0010	0020	1	05/15/98	05/15/98
STEINHOFF LESLIE C	0010	0020	2	05/12/98	05/13/98
STEINHOFF LESLIE C	0010	0020	2	05/09/98	05/10/98
STEINHOFF LESLIE C	0010	0020	4	05/03/98	05/07/98
VANDERVENNET JOHN	0010	0020	2	05/10/98	05/11/98
ABBOTT THOMAS FRANCIS	0002	0020	6	05/08/98	05/15/98
ABBOTT THOMAS FRANCIS	0002	0020	2	05/05/98	05/06/98
AGIUS FRANK	0002	0020	2	05/12/98	05/13/98
BACCIOCCO LOUIS F	0002	0020	1	05/15/98	05/15/98
BACCIOCCO LOUIS F	0002	0020	2	05/12/98	05/13/98
BACCIOCCO LOUIS F	0002	0020	2	05/09/98	05/10/98
BACCIOCCO LOUIS F	0002	0020	2	05/03/98	05/04/98
BALMY ALEC MICHAEL	0002	0020	1	05/15/98	05/15/98
BALMY ALEC MICHAEL	0002	0020	4	05/06/98	05/10/98
BALMY ALEC MICHAEL	0002	0020	2	05/03/98	05/04/98
BECKERLEY JOHN G	0002	0020	3	05/09/98	05/15/98
BECKERLEY JOHN G	0002	0020	2	05/06/98	05/07/98
BECKERLEY JOHN G	0002	0020	2	05/03/98	05/04/98
BLACKBURN ROBERT G	0002	0020	2	05/02/98	05/03/98
BUSALACCHI RICHARD	0002	0020	2	05/13/98	05/14/98
BUSALACCHI RICHARD	0002	0020	2	05/10/98	05/11/98
BUSALACCHI RICHARD	0002	0020	2	05/07/98	05/08/98
BUSALACCHI RICHARD	0002	0020	1	05/02/98	05/02/98
CALKIN ELBERT R	0002	0020	2	05/12/98	05/13/98
CALKIN ELBERT R	0002	0020	2	05/09/98	05/10/98
CALLEN TIMOTHY J	0002	0020	2	05/14/98	05/15/98
CALLEN TIMOTHY J	0002	0020	2	05/11/98	05/12/98
CALLEN TIMOTHY J	0002	0020	2	05/05/98	05/06/98
CALLEN TIMOTHY J	0002	0020	2	05/02/98	05/03/98

3. CONSENT CALENDAR

J) Temporary Appointments (Continued)

CALZOLAI FRANCO S	0002	0020	2	05/12/98	05/13/98
CALZOLAI FRANCO S	0002	0020	2	05/09/98	05/10/98
CALZOLAI FRANCO S	0002	0020	2	05/06/98	05/07/98
CALZOLAI FRANCO S	0002	0020	2	05/03/98	05/04/98
CHARLETON MICHAEL B	0002	0020	1	05/15/98	05/15/98
CHARLETON MICHAEL B	0002	0020	2	05/12/98	05/13/98
CHARLETON MICHAEL B	0002	0020	2	05/09/98	05/10/98
CHARLETON MICHAEL B	0002	0020	2	05/06/98	05/07/98
CHARLETON MICHAEL B	0002	0020	2	05/03/98	05/04/98
CHRISTOBAL CLYDE M	0002	0020	2	05/13/98	05/14/98
CHU EDWARD Y	0002	0020	2	05/03/98	05/04/98
CLARK WILLIAM	0002	0020	4	05/11/98	05/15/98
CLARK WILLIAM	0002	0020	2	05/08/98	05/09/98
CLARK WILLIAM	0002	0020	2	05/02/98	05/03/98
CRISPEN DEAN MATHEW	0002	0020	2	05/10/98	05/11/98
CRISPEN DEAN MATHEW	0002	0020	2	05/07/98	05/08/98
DELANE MICHAEL W	0002	0020	2	05/13/98	05/14/98
DELANE MICHAEL W	0002	0020	2	05/10/98	05/11/98
DELANE MICHAEL W	0002	0020	2	05/07/98	05/08/98
DILUZIO JOHN A	0002	0020	2	05/13/98	05/14/98
DILUZIO JOHN A	0002	0020	2	05/10/98	05/11/98
DILUZIO JOHN A	0002	0020	2	05/04/98	05/05/98
ENGLER GERALD	0002	0020	7	05/03/98	05/15/98
FALLS GARY J	0002	0020	2	05/13/98	05/14/98
FALLS GARY J	0002	0020	2	05/10/98	05/11/98
FALLS GARY J	0002	0020	2	05/07/98	05/08/98
GALLAGHER PETER J	0002	0020	2	05/08/98	05/09/98
GALLAGHER PETER J	0002	0020	2	05/02/98	05/03/98
GISSLER JACK A	0002	0020	2	05/13/98	05/14/98
GREGORY STEPHAN H	0002	0020	2	05/14/98	05/15/98
GREGORY STEPHAN H	0002	0020	2	05/08/98	05/09/98
GRIMESEY PATRICK E	0002	0020	3	05/12/98	05/15/98
GRIMESEY PATRICK E	0002	0020	2	05/09/98	05/10/98
GRIMESEY PATRICK E	0002	0020	2	05/06/98	05/07/98
GUAJARDO RUDY	0002	0020	2	05/10/98	05/11/98
GUAJARDO RUDY	0002	0020	2	05/07/98	05/08/98
GUAJARDO RUDY	0002	0020	2	05/04/98	05/05/98
GUAJARDO RUDY	0002	0020	1	05/02/98	05/02/98
HANLEY JOHN F	0002	0020	2	05/12/98	05/13/98
HANLEY JOHN F	0002	0020	2	05/09/98	05/10/98
HANLEY JOHN F	0002	0020	2	05/06/98	05/07/98
HESTER JOHN W	0002	0020	1	05/15/98	05/15/98
HESTER JOHN W	0002	0020	2	05/12/98	05/13/98
HESTER JOHN W	0002	0020	2	05/06/98	05/07/98
HICKEY JOHN ANDREW	0002	0020	2	05/13/98	05/14/98
HICKEY JOHN ANDREW	0002	0020	2	05/10/98	05/11/98
HICKEY JOHN ANDREW	0002	0020	2	05/07/98	05/08/98
HICKEY JOHN ANDREW	0002	0020	2	05/04/98	05/05/98
HICKEY JOHN ANDREW	0002	0020	1	05/02/98	05/02/98

3. CONSENT CALENDAR

J) Temporary Appointments (Continued)

HOGAN WILLIAM D	0002	0020	1	05/15/98	05/15/98
HUNTER DARRYL	0002	0020	2	05/02/98	05/03/98
HUPKE KENNETH W	0002	0020	2	05/14/98	05/15/98
HURTADO VICTOR GABRIEL	0002	0020	2	05/08/98	05/09/98
HURTADO VICTOR GABRIEL	0002	0020	2	05/05/98	05/06/98
HURTADO VICTOR GABRIEL	0002	0020	2	05/02/98	05/03/98
JOHNSON DAVID ALAN	0002	0020	2	05/07/98	05/08/98
JONES KENNETH R	0002	0020	2	05/13/98	05/14/98
JONES KENNETH R	0002	0020	2	05/07/98	05/08/98
JONES KENNETH R	0002	0020	2	05/04/98	05/05/98
JONES KENNETH R	0002	0020	1	05/02/98	05/02/98
KELLER JAMES	0002	0020	2	05/02/98	05/03/98
KEOHANE JERRY E	0002	0020	1	05/15/98	05/15/98
KING JOSEPH L	0002	0020	2	05/02/98	05/03/98
KOENIG WILLIAM G	0002	0020	4	05/09/98	05/13/98
KOENIG WILLIAM G	0002	0020	4	05/03/98	05/07/98
LAU KERBY	0002	0020	2	05/14/98	05/15/98
LAU KERBY	0002	0020	2	05/11/98	05/12/98
LEE SONNY JAK	0002	0020	2	05/11/98	05/12/98
LEE SONNY JAK	0002	0020	2	05/05/98	05/06/98
LEE SONNY JAK	0002	0020	2	05/02/98	05/03/98
LOMBARDI KENNETH A	0002	0020	2	05/13/98	05/14/98
LUNDIE KENNETH	0002	0020	2	05/05/98	05/06/98
MAGNUSEN LONNIE H	0002	0020	6	05/05/98	05/15/98
MAGNUSEN LONNIE H	0002	0020	2	05/02/98	05/03/98
MARKEL ALEXANDER	0002	0020	2	05/12/98	05/13/98
MCHUGH PAUL M	0002	0020	4	05/07/98	05/11/98
MCHUGH PAUL M	0002	0020	2	05/04/98	05/05/98
MERRILL CLIFTON D	0002	0020	2	05/08/98	05/09/98
MIELKE ROBERT T	0002	0020	2	05/14/98	05/15/98
MIELKE ROBERT T	0002	0020	2	05/08/98	05/09/98
MIELKE ROBERT T	0002	0020	2	05/02/98	05/03/98
MOY EDWARD BENJAMIN	0002	0020	2	05/13/98	05/14/98
MOY EDWARD BENJAMIN	0002	0020	2	05/10/98	05/11/98
MOY EDWARD BENJAMIN	0002	0020	2	05/07/98	05/08/98
MOY EDWARD BENJAMIN	0002	0020	2	05/04/98	05/05/98
MOY EDWARD BENJAMIN	0002	0020	1	05/02/98	05/02/98
MULHAIR LESLIE K	0002	0020	1	05/15/98	05/15/98
MULHAIR LESLIE K	0002	0020	2	05/06/98	05/07/98
MUNIZ ROBERT P	0002	0020	2	05/09/98	05/10/98
OLEARY MICHAEL E	0002	0020	2	05/14/98	05/15/98
OLEARY MICHAEL E	0002	0020	2	05/11/98	05/12/98
OLEARY MICHAEL E	0002	0020	2	05/02/98	05/03/98
OSHEA JOHN P	0002	0020	1	05/15/98	05/15/98
OSHEA JOHN P	0002	0020	4	05/09/98	05/13/98
OSHEA JOHN P	0002	0020	2	05/06/98	05/07/98
OSULLIVAN KEVIN EDWARD	0002	0020	2	05/13/98	05/14/98
OSULLIVAN KEVIN EDWARD	0002	0020	2	05/10/98	05/11/98
OSULLIVAN KEVIN EDWARD	0002	0020	5	05/02/98	05/08/98

3. CONSENT CALENDAR

J) Temporary Appointments (Continued)

PARENT JOHN C	0002	0020	2	05/05/98	05/06/98
PATT MICHAEL DONALD	0002	0020	1	05/15/98	05/15/98
PATT MICHAEL DONALD	0002	0020	2	05/12/98	05/13/98
PATT MICHAEL DONALD	0002	0020	2	05/09/98	05/10/98
PATT MICHAEL DONALD	0002	0020	2	05/06/98	05/07/98
PATT MICHAEL DONALD	0002	0020	2	05/03/98	05/04/98
PAUL ALLAN R	0002	0020	2	05/09/98	05/10/98
PAUL ALLAN R	0002	0020	2	05/02/98	05/03/98
POSTEL ROBERT FREDERICK	0002	0020	2	05/13/98	05/14/98
POSTEL ROBERT FREDERICK	0002	0020	2	05/10/98	05/11/98
POSTEL ROBERT FREDERICK	0002	0020	2	05/07/98	05/08/98
POSTEL ROBERT FREDERICK	0002	0020	2	05/04/98	05/05/98
POSTEL ROBERT FREDERICK	0002	0020	1	05/02/98	05/02/98
PRUYN RONALD C	0002	0020	4	05/11/98	05/15/98
PUMPHREY ZACHARY WILLIAMS	0002	0020	2	05/14/98	05/15/98
PUMPHREY ZACHARY WILLIAMS	0002	0020	2	05/11/98	05/12/98
PUMPHREY ZACHARY WILLIAMS	0002	0020	2	05/08/98	05/09/98
PUMPHREY ZACHARY WILLIAMS	0002	0020	2	05/05/98	05/06/98
PUMPHREY ZACHARY WILLIAMS	0002	0020	2	05/02/98	05/03/98
RABBITT BRIAN P	0002	0020	1	05/15/98	05/15/98
RABBITT BRIAN P	0002	0020	6	05/03/98	05/13/98
RUSSELL DAVID EDWARD	0002	0020	2	05/07/98	05/08/98
SEYLER JEANNE MARIE	0002	0020	2	05/10/98	05/11/98
SULLIVAN DANIEL A	0002	0020	2	05/13/98	05/14/98
SULLIVAN DANIEL A	0002	0020	2	05/07/98	05/08/98
SULLIVAN DANIEL A	0002	0020	2	05/04/98	05/05/98
SULLIVAN DANIEL A	0002	0020	1	05/02/98	05/02/98
TUIASOSOPO JOHN MISIATA	0002	0020	1	05/15/98	05/15/98
TUIASOSOPO JOHN MISIATA	0002	0020	2	05/09/98	05/10/98
TUIASOSOPO JOHN MISIATA	0002	0020	2	05/03/98	05/04/98
URQUIAGA PAUL THOMAS	0002	0020	2	05/11/98	05/12/98
URQUIAGA PAUL THOMAS	0002	0020	2	05/02/98	05/03/98
VELO JOSE L	0002	0020	2	05/10/98	05/11/98
VELO JOSE L	0002	0020	2	05/07/98	05/08/98
WETTELAND PATRICK	0002	0020	2	05/08/98	05/09/98
WETTELAND PATRICK	0002	0020	2	05/02/98	05/03/98
WIESSLER STEVEN	0002	0020	2	05/14/98	05/15/98
WIESSLER STEVEN	0002	0020	2	05/05/98	05/06/98
WIESSLER STEVEN	0002	0020	2	05/02/98	05/03/98
WONG MIKE JAMES	0002	0020	3	05/12/98	05/15/98
WONG MIKE JAMES	0002	0020	2	05/09/98	05/10/98
WONG MIKE JAMES	0002	0020	2	05/06/98	05/07/98
WONG MIKE JAMES	0002	0020	2	05/03/98	05/04/98
WONG SUEON F	0002	0020	1	05/15/98	05/15/98
WONG SUEON F	0002	0020	2	05/12/98	05/13/98
WONG SUEON F	0002	0020	2	05/09/98	05/10/98
WONG SUEON F	0002	0020	2	05/06/98	05/07/98
WYRSCH GREGORY LANCE	0002	0020	2	05/11/98	05/12/98
WYRSCH GREGORY LANCE	0002	0020	6	05/02/98	05/09/98

3. CONSENT CALENDAR

J) Temporary Appointments (Continued)

WYRSCH VICTOR HERMAN	0002	0020	2	05/13/98	05/14/98
WYRSCH VICTOR HERMAN	0002	0020	2	05/04/98	05/05/98
WYRSCH VICTOR HERMAN	0002	0020	1	05/02/98	05/02/98
ZOUZOUNIS DENNIS J	0002	0020	2	05/13/98	05/14/98
ZOUZOUNIS DENNIS J	0002	0020	2	05/07/98	05/08/98
ZOUZOUNIS DENNIS J	0002	0020	2	05/04/98	05/05/98
JUAREZ FERNANDO	0002	0018	10	05/04/98	05/15/98
JOE AL	0010	0016	9	05/04/98	05/15/98
ALEXANDER ALEXANDRA	0002	0010	8	05/02/98	05/15/98
AMITUANAI DAVID E	0002	0010	2	05/03/98	05/04/98
AUSTIN KATHY A	0002	0010	2	05/10/98	05/11/98
AUSTIN KATHY A	0002	0010	2	05/07/98	05/08/98
AUSTIN KATHY A	0002	0010	1	05/02/98	05/02/98
BIAGINI DANIEL J	0002	0010	2	05/14/98	05/15/98
BIAGINI DANIEL J	0002	0010	2	05/05/98	05/06/98
BYRNE JEFFREY M	0002	0010	2	05/14/98	05/15/98
CARDINALE KATHRYN M C	0002	0010	2	05/12/98	05/13/98
CARDINALE KATHRYN M C	0002	0010	2	05/09/98	05/10/98
CARDINALE KATHRYN M C	0002	0010	2	05/06/98	05/07/98
CARDINALE KATHRYN M C	0002	0010	2	05/03/98	05/04/98
CELONA MICHAEL	0002	0010	8	05/02/98	05/12/98
CUDDY MICHAEL P	0002	0010	2	05/08/98	05/09/98
CUFFE FRANK	0002	0010	5	05/06/98	05/15/98
FERGUSON CHAUNCEY JOSEPH	0002	0010	2	05/12/98	05/13/98
FOCHA FRANCES	0002	0010	2	05/11/98	05/12/98
FRANCISCO SHANE	0002	0010	2	05/11/98	05/12/98
GALLEGOS PAUL ROLAND	0002	0010	2	05/08/98	05/09/98
GHILARDI EDWARD	0002	0010	8	05/04/98	05/14/98
GORDON DAVID	0002	0010	8	05/02/98	05/13/98
GRIMESEY PATRICK E	0002	0010	2	05/03/98	05/04/98
GUTTMAN JOSEPH	0002	0010	2	05/02/98	05/03/98
HALL JAMES NMI	0002	0010	1	05/15/98	05/15/98
HALL JAMES NMI	0002	0010	2	05/12/98	05/13/98
HALL JAMES NMI	0002	0010	2	05/09/98	05/10/98
HARRIS LEONARDO	0002	0010	9	05/02/98	05/14/98
HEFFERNAN JERRY F	0002	0010	1	05/15/98	05/15/98
HIGGINS PATRICK BERNARD	0002	0010	1	05/15/98	05/15/98
HIGGINS PATRICK BERNARD	0002	0010	2	05/12/98	05/13/98
HIGGINS PATRICK BERNARD	0002	0010	2	05/06/98	05/07/98
HIGGINS PATRICK BERNARD	0002	0010	8	05/02/98	05/15/98
JAMES ROBERT	0002	0010	6	05/04/98	05/14/98
JONHSON DAVID	0002	0010	8	05/03/98	05/13/98
KARAWANNY GEORGE	0002	0010	1	05/03/98	05/03/98
KASHIMA KP NAKIA	0002	0010	1	05/15/98	05/15/98
KERR KAREN E	0002	0010	1	05/15/98	05/15/98
KIMBALL JAMES R	0002	0010	2	05/02/98	05/03/98
KRAMER KEVIN FRANCIS	0002	0010	2	05/02/98	05/03/98

3. CONSENT CALENDAR

J) Temporary Appointments (Continued)

LERMA MELISSA MARIE	0002	0010	2	05/11/98	05/12/98
LERMA MELISSA MARIE	0002	0010	2	05/05/98	05/06/98
MCDILL ROBERT G	0002	0010	2	05/09/98	05/10/98
NORRIS DAVID F	0002	0010	1	05/04/98	05/04/98
PAMPANIN VINCENT	0002	0010	7	05/03/98	05/15/98
PAUL ALLAN	0002	0010	4	05/06/98	05/14/98
PEOPLES DONALD WAYNE	0002	0010	2	05/07/98	05/08/98
PEOPLES DONALD WAYNE	0002	0010	1	05/02/98	05/02/98
ROBINSON RONALD	0002	0010	6	05/03/98	05/10/98
TALMADGE MELINDA ANNETTE	0002	0010	8	05/02/98	05/15/98
TRUMPLER GREG	0002	0010	1	05/02/98	05/02/98
URQUIAGA PAUL	0002	0010	4	05/08/98	05/15/98
VERANT ROGER	0002	0010	8	05/03/98	05/13/98
WON JOHN	0002	0010	7	05/03/98	05/15/98
WONG JEFFREY NMN	0002	0010	4	05/07/98	05/11/98
WOO ARNOLD	0002	0010	7	05/03/98	05/15/98
ALBOFF GEORGE	0006	0024	8	05/04/98	05/15/98
CARDER MARY	0002	0006	9	05/04/98	05/15/98
MCGUINN MARTY	0002	0006	8	05/02/98	05/15/98
SCANNELL JOSEPH	0002	0006	7	05/02/98	05/14/98
THOMAS JENNIFER	0010	0006	9	05/03/98	05/15/98
VEGA PAUL	0010	0006	8	05/02/98	05/12/98
ARMADA ARISTON	0022	0032	8	05/04/98	05/15/98
CEREHINO KENNETH	0022	0032	6	05/05/98	05/15/98
LI ERNEST	0022	0032	8	05/04/98	05/14/98
BRAIDA MICHAEL	0004	0022	7	05/05/98	05/15/98
CORREA ANTONIO	0004	0022	8	05/05/98	05/15/98
GRAFF JOSEPH	0004	0022	3	05/13/98	05/15/98
SCHEMBRI PETER	0006	0022	8	05/04/98	05/15/98
HONG CLIFTON	0002	0004	8	05/04/98	05/15/98
GUITRON BRUCE	0002	0004	8	05/04/98	05/15/98
PIOMBO JOHN	0002	0004	8	05/05/98	05/15/98
ZARI GERALD	0002	0004	7	05/04/98	05/13/98
JACOBS ROBERT	0002	0001	6	05/02/98	05/12/98
DRABBLE DAVID	0001	0033	2	05/11/98	05/12/98
HARDCASTLE STEVEN	0001	0033	2	05/14/98	05/15/98
LEONARD PETER	0001	0033	2	05/08/98	05/09/98
LEONARD PETER	0001	0033	2	05/05/98	05/06/98

3. CONSENT CALENDAR

J) Temporary Appointments (Continued)

DISABILITY PAY

MORAN MICHAEL	0040	0050	2	05/14/98	05/15/98
CERCOS JOHN	0030	0040	14	05/02/98	05/15/98
RONAN JOHN	0030	0040	1	05/15/98	05/15/98
WAGNER BRUCE	0020	0030	14	05/02/98	05/15/98
SILVESTRI ALFRED J	0024	0032	14	05/02/98	05/15/98
DEMARTINI GEORGE	0020	0028	14	05/02/98	05/15/98
DUNN GERALD	0002	0020	14	05/02/98	05/15/98
DRYDEN DOUGLAS	0002	0020	14	05/02/98	05/15/98
CUFFE FRANK	0002	0010	3	05/02/98	05/04/98
KASHIMA KP NAKIA	0002	0010	1	05/04/98	05/04/98

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted 15 letters commending members of the Department for response to requests for assistance or emergencies, or training.

Acting President Roff directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

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Jeanne Burns Leary, M.D.
3641 Sacramento Street, Suite G
San Francisco, California 94118

May 4, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

I am writing to express my profound gratitude to three of your staff with Engine 9: T/Lieutenant Daniel Sullivan, Firefighters Donald Alexander, Christopher Salas and Edward Yup, who assisted me today at my home in Bernal Heights at 76 Montcalm Street. I called 911 when my eighteen month old daughter became locked in the bathroom with an open toilet and I was unable to get her out. Your staff were extremely helpful, prompt, efficient and professional. The crisis was over in moments, but what I so appreciate was the extra effort that they made to help me stay calm. They conveyed a genuine sense of support and understanding to me during a most upsetting, though fortunately not ultimately harmful, event. I hope that their extraordinary service can be recognized. I know that my husband and I greatly appreciate it.

Sincerely,

/s/ JEANE BURNS LEARY, M.D.

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4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

May 19, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

I live on 17th Avenue as you can see from my address. I not only heard, but felt, like others the 19th Avenue explosion.

I want to commend your department on the great job your department did on containing the fire that occurred after that explosion. It is a miracle that the homes on 18th Avenue did not also go up in flames. But! That, of course, has a lot to do with your department's work that evening.

It would have been very devastating if more homes had gone up in flames with two gas stations at 19th Avenue and Judah and the one used as a repair shop at 19th Avenue and Kirkham.

The off-duty firefighters who helped immediately when the blast occurred, should especially be commended. I realize it is within their job realm to do so; but I do believe they deserve some special recognition. All of the men who fought so diligently that evening, to contain the fire, should be commended; they did a great job!

When a fire of such magnitude is close to one's home; it alerts one to the probability that it could happen to them. With that thought, I know I would want the same help you performed on Saturday evening on 19th Avenue.

Thank you to your department.

Sincerely yours,

/s/ PAULA M. 8ARTUNEK
1539 - 17th Avenue
San Francisco, CA 94122

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4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

San Francisco Hearing and Speech Center
1234 Divisadero Street
San Francisco, California 94115

May, 1998

Captain Joseph Carlomagno
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Capt. Carlomagno:

Our entire staff and children here at the San Francisco Hearing and Speech Center would like to thank you for your kindness and generosity. Our students visited your station awhile back and had the best time. You were so informative as well as kind and fun. You welcomed us so graciously and we truly had a wonderful time. The children speak of it often and have remembered quite a bit of information you presented. Thank you so much again for your caring and generosity. We hope you will allow us to come and visit you again in the future.

Sincerely,

/s/ PAMELA HEFNER, M.A. CCC-SLP
Director, Hearing Impaired Program

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May 1, 1998

Dear Chief Demmons:

Thank you for letting the crew from Station 16 visit Sherman School for the May Faire activities. I had the opportunity to speak with Dr. Elizabeth Schuck, (principal), as well as many students and parents who were present that day. They also wanted to express their "thanks" to the firefighters for visiting. By the looks on the faces of the kids, they sure enjoyed the fire hats you folks passed out. Marie Davalos, (May Faire committee chairperson), and I would like to give the following firefighters "Sherman Shark" t-shirts for their participation: T/Lieutenant Wing Chan, Firefighters David Chavez, Michael Cotton and Frank Hsieh.

/s/ OFFICER DEAN DE VLUGT

c/o Sherman Elementary
1651 Union Street
San Francisco, CA 94123

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4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Department of California Highway Patrol
San Francisco Area
455 Eighth Street
San Francisco, California 94103

May 7, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

I want to express my appreciation for the presentation Paramedic Pete Howes gave on the San Francisco Fire Department's Medical Services Unit. His presentation was very enlightening and well recieved by the officers in attendance during our March training day. Please also convey my thanks to Doctor Marshall Isaacs and Chief Russell McCallion for their input and for being available to answer questions from the troops.

Sincerely,

/s/ ROY HUERTA, Lieutenant
Acting Commander

* * * * *

April 2, 1998

Honorable Willie L. Brown, Jr.
Mayor of San Francisco
401 Van Ness Avenue, Room 336
San Francisco, CA 94102

Dear Mayor Brown:

This is a letter of commendation to the paramedics who responded to my 911 call on March 24. The response was speedy, skillful, sensitive. I can't imagine a better emergency response to a call.

In particular, I would like to praise Timothy Pankowski and Willie Humphrey for their expert professional attention. I believe they are with the SFFD Medic 10, which - along with Engine 21 - answered my call.

Thank you for your attention.

Sincerely,

/s/ DAVID SCHICKELE
2638 Post Street
San Francisco, CA 94115

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

KGO Television
900 Front Street
San Francisco, California 94111

May 19, 1998

To : Chief Robert Demmons
San Francisco Fire Department

From: Bill Magee and Greg DeRego
Assignment Editors
KGO-TV, Channel 7 News
San Francisco

We would like to express our appreciation for the job that Lieutenant Edward Campbell is doing as the Public Information Officer for your Department. He is very accessible, and unlike media contacts in some agencies around the Bay Area, he is very good at returning phone calls and getting back to us with information.

Thank you.

/s/ GREG DE REGO
BILL MAGEE

Note: A similar letter of praise was
received from "LIFE."

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

City and County of San Francisco
Recreation and Park Department
McLaren Lodge, Golden Gate Park
501 Stanyan Street
San Francisco, CA 94117-1898

May 27, 1998

Chief Robert Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

Just a brief note to commend two of your employees for a job well done.

On April 30, 1998, an employee and I were involved in a car accident in the intersection of 18th and Mission Streets. After the accident, two of your paramedics, Mr. Niels Tangherlini and Mr. Dan Fleming, were exceptional in demonstrating professionalism, sincerity and commitment.

Although I indicated several times that I felt fine, they encouraged me to be evaluated and stressed the importance of having my vital signs read. My employee, however, was hit and frightened by the air bag. She was taken to San Francisco General Hospital for evaluation and, in preparing to transport her, they were very cautious. concerned and had her best interests at heart. Once we arrived at San Francisco General Hospital, the nurses, doctors and interns were exceptional as well.

I just wanted to take a few minutes to let you know that your staff are doing a wonderful job.

Sincerely,

Joel Robinson
Acting General Manager

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (continued)

CHILD DEVELOPMENT AND FAMILY STUDIES DEPARTMENT

City College of San Francisco - John Adams Campus
1860 Hayes Street
San Francisco, CA 94117

May 27, 1998

Chief Robert L. Demmons, SFFD
260 Golden Gate Avenue
San Francisco, CA 94102-3706

Re: 1998 SAFE KIDS Week Event - May 6, 1998 - Campus Child Development Ctr.

Dear Chief Demmons:

I wish to express my appreciation for the participation of the SFFD in our SAFE KIDS Week event at the Campus Child Development Center on May 6, 1998. The firefighters were very friendly and their presentation to the preschoolers was well received. We had a display for adults on fire prevention tips, including smoke detectors, fire extinguishers, the new *Citizen Alert on Security Bars*, sealed prevention devices, and home escape plans. We also made low cost smoke detectors and earbon monoxide detectors available for sale. Forty-five children and their parents, as well as the ehild development staff found the event very educational.

I wish to specifically acknowledge the following firefighters who participated and made the event so successful:

Firefighter Fernando Juarez, Community Outreach
Firefighter Dennis Foster, Station #33
Firefighter Al Hunt, Station #15
Firefighter Gabriel Shinn, Station #15
Captain Kevin Gonsalves, Station #15

Thank you and we look forward to working with the SFFD again in the future, as we strive to educate families on fire prevention and safety.

Sincerely,

/s/ Dianne Velleno, Health Educator
Child Development and Family Studies Dept.

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (continued)

Department of the Army
U.S. Army Chemical & Biological Command
5101 Hoadley Road
Aberdeen Proving Ground, Maryland 21010-5423

April 6, 1998

Office of Domestic Preparedness

Mr. Lucien Canton
Mayor's Office of Emergency Services
1003A Turk Street
San Francisco, CA 94102

Dear Mr. Canton,

Thank you for the opportunity to present the Nuclear, Biological and Chemical Domestic Preparedness Program to the city and county of San Francisco. We felt the week was a huge success for both S.F. and the program. The success was largely a result of the excellent planning and coordination done by your emergency response community and your Office of Emergency Services. All of your personnel were professional and helpful. It was a pleasure spending the week in your city. We would particularly like to recognize the following individuals for their superior support:

Mr. Kent Paxton, Mayor's Office of Emergency Services, Sp. Assistant
Lt. Bill Bartels, SFFD Training Division
Sgt. Mickey Griffin, SFPD Firing Range
Ms. Ann Stangby, S.F. Medical Disaster Coordinator
M. JoAnn Scordino, Mayor's Office of Emergency Preparedness
Capt. Mike McKinley, SFFD Regional Training Center, Treasure Island

The citizens of San Francisco are very fortunate to have such dedicated emergency response professionals. Thank you again for the enjoyable experience in San Francisco.

Sincerely,

/s/ James K. Warrington,
Program Director, Domestic Preparedness

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

The Tides Center
P. O. Box 29907
San Francisco, California 94129-0907

May 20, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

Firefighter Fernando Juarez came to our organization and did a two-hour training on Earthquake and Fire Preparedness. I must commend him for giving such an informative and well-prepared training. We had 60 employees attend and he was able to hold their attention the whole two hours. We, as an organization, greatly appreciate you allowing this training to happen. I hope that Firefighter Juarez will be told from you how much we appreciated and respected what he had to tell us. He is very articulate and self-assured in his presentation. Again, a very sincere thank you to both of you.

Sincerely,

/s/ NATALIE SMITH
Human Resources Operations Associate

Note: Three similar letters of praise were
received from the Fellowship Academy &
Preschool, Paratransit Broker, and
San Francisco Safe Kids Coalition

★ ★ ★ ★ ★ ★ ★ ★

4. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department

Submitted monthly report from Chief of Department on status of the Department Personnel, Apparatus and Equipment for May, 1998.

- a. There are 6 unfilled positions in the uniformed forces.
- b. The daily average of uniformed personnel on authorized leave was as follows:

	<u>April</u>	<u>May</u>
Vacation : Annual	23.17	27.13
IOV	6.90	7.16
Compensatory Time	5.23	4.55
Sick Leave	19.20	16.42
Disability	16.20	18.03
Military Leave	.13	.16
Light Duty	6.19	6.19
Other (LD/CTR)	<u>3.87</u>	<u>3.87</u>
Total	81.17	84.10

- c. The following Work on Days Off (Overtime) were awarded during the month of May:

0 - H50	Assistant Chiefs, for 24 hours
17 - H40	Battalion Chiefs, for 24 hours
18 - H3D	Captains , for 24 hours
4D - H2D	Lieutenants , for 24 hours
14 - H1D	Chief's Aides , for 24 hours
215 - H2	Firefighters , for 24 hours
1 - H4	Inspector , BFP, for 4 hours
1 - 6281	FSI-II , BFP, for 4 hours

- d. The apparatus portion of this report has been delayed.

Respectfully submitted,

/s/ ROBERT L. DEMMONS
Chief of Department

Commissioner Nakajo moved and Commissioner Roeca seconded.
There were no questions or discussion and the monthly report of Chief of Department was adopted.

4. REGULAR CALENDAR – NEW BUSINESS

C) Public Comment

No comments were made by the public.

SUPPLEMENTAL CALENDAR

D) Upper Management Reorganization

Presentation by Chief Demmons regarding proposed reorganization of upper management in the uniformed force.

Chief Demmons acknowledged that he has submitted a three-page letter to the Commission dated June 8, 1998, on this subject. The letter calls for converting the staff Assistant Chief positions to Assistant Deputy Chief II positions (H51). The letter sets out a number of reasons for this change. The letter also calls for converting the three field Assistant Chief positions to Assistant Deputy Chief II positions, with the stipulation that those appointments will have to be from the rank of Battalion Chief or above. As you know, we have one position (H51) at the present time. A prior Commission resolution, in 1988, approved creating this position. And the Board of Supervisors, in 1988, approved up to ten such positions. The three-page letter explains the rationale for my recommended reorganization. We are in meet and confer with Local 798 presently, we have one meeting already, and another is scheduled next Monday.

Acting President Roff said the letter was very well done and is very clear. He commented that he felt over the years that the Chief should have more flexibility in selecting his command structure, and this plan allows for that, pending the meet and confer with Local 798. He inquired what would be the next step after meet and confer. Chief Demmons replied that the Fire Commission would be asked to adopt a resolution.

James Ahern, President, Local 798, commented on the H51 proposal and the possibility of creating additional positions in the H51 category, and positions moving out of the H50 (Assistant Chief). We state in public session as we have stated in meet and confer, that it is meet and confer. We have stated that to the City and departmental representatives, there is some discussion about that, and we clearly state for the record that we believe it is a meet and confer item. We have been in discussion on these issues, we have another session for next Monday at 9:00 a.m. at 260 Golden Gate Avenue for additional discussions. These items were discussed at our monthly membership meeting today, and that information was stated at our last session so that we can apprise ourselves

4. REGULAR CALENDAR - NEW BUSINESS

D) Upper Management Reorganization (Continued)

of some of the issues that have been raised, review the issues that have been raised, and continue the dialogue in terms of the meet and confer process. We view that as within our rights in bargaining.

Chief Demmons said that he and Mr. Ahern spoke yesterday afternoon and a copy of the three-page letter on this issue was sent to Mr. Ahern.

Mr. Ahern confirmed that he received the three-page document by FAX last night and copies were made available for the Executive Board meetings. Some of the issues were discussed at our membership meeting and the content of the three-page document is being reviewed and will be discussed at Monday's session. We want to get the feedback from our members in terms of the proposal, and also for the ranks that we represent. We currently represent, as you know, the H50 rank and those positions. These are the positions and ranks we are concerned about. We want to go through the process before any other action is taken.

Chief Demmons indicated that as he stated in his letter there was approval for up to ten positions in the 1998 Board of Supervisors Resolution. He asked the Deputy Chiefs, a few months ago, to talk with the Assistant Chiefs as to how they felt about the Assistant Chief positions being appointed, as opposed to the current situation. The survey information he received back from the Deputy Chiefs was that the staff positions should be appointed, there was a feeling that the field positions shouldn't ... There has been a lot of talk over the years about the pros and cons of having them appointed. I have spent a lot of years thinking about it myself, and I am convinced that is the way to go, and it is something I have proposed even prior to being appointed Chief, where I further evaluated it and thought about it and it makes a lot of sense for a lot of reasons that are mentioned in the letter.

Acting President Roff asked Mr. Connors when it would be back on calendar. Mr. Connors replied that he would talk to Chief Demmons and Deputy City Attorney Cooper for a rescheduling date, which would not occur until after the scheduled meet and confer with Local 798.

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5. CLOSED SESSION

The Fire Commission will meet in closed session with the City Attorney pursuant to the State of California Government Code, Section 54956.9. Pending Litigation (a), to discuss the matter of the USA vs. CCSF, et al. (USDC No. C 84-7089 MHP).

Closed session was not held.

There being no further business to come before the Commission, the meeting was adjourned at 6:25 p.m.

Raymond G. Connors
Secretary

JOURNAL OF PROCEEDINGS

(MINUTES)

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FIRE COMMISSION

Regular Meeting - Thursday - June 25, 1998 - 6:00 p.m.
260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:
Acting President Hadley R. Roff
Commissioner Stephen A. Nakajo
Commissioner Russell S. Roeca
Commissioner Ted N. Soulis

President Rosemarie Fernandez-Pifer was excused for business reasons.

Robert L. Demmons - Chief of Department
Harold E. Gamble - Deputy Chief - Operations
Patrick W. White - Deputy Chief - Administration (Acting)
Lorrie A. Kalos - Assistant Deputy Chief - Support Services

Chief Officers - Staff:

Bernie F. Lee

- Management Services

Note: Capt. Michael McKinley represented T/Asst. Chief Joseph A. Asaro (Training)

Chief Officers - Firefighting Service:

Daniel E. Barden
James R. Cavellini
David A. Frisella
Ray Balzarini
Richard C. Shortall

- Division 1
- Division 2
- Division 3 (Acting)
- Division of Airports
- Emergency Medical Services (Acting)

2. Adoption of the minutes of the Regular Meeting of May 28, 1998, and the Special Meeting of June 3, 1998.

Commissioner Roeca moved and Commissioner Nakajo seconded. There were no questions or discussion and the minutes were adopted as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "G") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A) Military Leave

Submitting for adoption application from one member for Military Leave of Absence with pay, in order to comply with Military Orders received from his commanding officer:

	<u>Rank</u>	<u>Dates</u>	<u>Days</u>	<u>Military Organization</u>	<u>Purpose</u>
Pampanin, Vincent Sgt. E-5	H10 C/A	06-14-98	1	US Army Res. Moffett Field, CA	Attend Active Duty Training

B) Retirement

Communication received from Retirement Board indicating the following member has retired:

		<u>Retirement Date</u>
Silvestri, Alfred J.	H32 Captain, BFI Service	June 20, 1998
<u>(Note:</u> Retirement Certificates will be presented at Fire Commission meeting of July 23, 1998)		

C) Monthly Report - Div. of FP&I

Submitting monthly report from Division of Fire Prevention and Investigation concerning activities performed during May, 1998.

D) Monthly Report - Management Services

Submitting monthly report from Management Services, concerning activities performed during May, 1998.

3. CONSENT CALENDAR

E) Accidents

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

	<u>Accident No.</u>	<u>Date</u>	<u>Serial No.</u>	<u>Category</u>	<u>Recommendation</u>
Engine 5	97-8-222	05-14-98	508	A	File
Off: Lt. Charles Schafer; Drv: FF Christopher Hazen					
Cause: Misjudged clearance - Eng 5, while proceeding down Webster Street, struck the mirror of a parked car					
Medic 18	97-8-223	05-15-98	721	A	File
Drv: Fire Rescue Paramedic Paul Piancone					
Cause: Misjudged clearance - Medic 18, while backing up, struck a power pole					
Rescue 2	97-8-224	05-15-98	881	A	File
Off: Lt. Frederick Walsh; Drv: FF Caroline Paul					
Cause: Misjudged clearance - Res 2, while responding to an emergency, grazed the mirror of a double parked vehicle					
Medic 5	97-8-225	05-19-98	716	A	File
Drv: Fire Rescue Paramedic John Grant					
Cause: Medic 5 made a right hand turn from the middle lane, and in so doing, struck a vehicle that was in the curb lane					
Engine 44	97-8-226	05-20-98	506	A	File
Off: Lt. Thomas Alger; Drv: FF Robert Fisher					
Cause: Eng 44, while moving to avoid another vehicle, grazed the mirror of a parked vehicle					
Engine 31	97-8-227	05-21-98	586	A	File
Off: Capt. William Serafini; Drv: FF Renal Bacigalupi					
Cause: Misjudged clearance - Eng 31 while backing into quarters scraped the station's wall					

3. CONSENT CALENDAR

E) Accidents (Continued)

Engine 22 97-8-228 05-23-98 567 A File
Off: Lt. William Bonnie; Drv: FF Stephen Roche

Cause: Misjudged clearance - Eng 22, while making a turn,
grazed a parked vehicle

Medic 81 97-8-229 05-23-98 705 A File
Drv: Paramedic Michael Day

Cause: Mechanical Malfunction - Medic 81, while exiting
the hospital's emergency bay, the top of the
ambulance struck an overhead light fixture

Engine 6 97-8-230 05-24-98 510 A File
T/Capt. Marty Ross; Drv: FF David Tracey

Cause: Eng 36 was parked in front of a fire building
with its compartment door open when Eng 6
grazed the open door

Medic 6 97-8-231 05-27-98 715 A File
Drv: Fire Rescue Paramedic Vickie Rooker

Cause: Misjudged clearance - Medic 6, while leaving the
scene of a medical call, grazed a concrete barrier

Truck 6 97-8-232 05-27-98 618 A File
Off: Capt. Roland Lee; Drv: FF James Weese; Tlr: FF John McCoy

Cause: Misjudged clearance - Trk 6, while leaving
Station 5 after getting fuel, struck a parked
BOE pickup truck

Note:

Category A - An accident which has occurred because of inattention
to vehicle operator's and/or officer's responsibilities
or because of misjudgment of clearance in operating
apparatus near stationary objects.

Category B - An accident in which fire department personnel exercised
reasonable judgment and precautions, exhibited good
apparatus operator's and officer's skills and observed
all state, local and fire department statutes,
ordinances and rules.

3. CONSENT CALENDAR

E) Accidents (Continued)

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

F) Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries, May 16 through May 29, 1998.

G) Temporary Appointments

Reporting having made 333 temporary appointments May 16 through May 29, 1998.

Commissioner Roeca moved and Commissioner Soulis seconded. There were no questions or discussion and Items "A" through "G" on the Consent Calendar were adopted or ordered filed as appropriate.

3. CONSENT CALENDAR

G) Temporary Appointments (Continued)

Report having made 333 temporary appointments during Payroll Period
May 16 through May 29, 1998.

NAME	Present RANK	Higher RANK	NO.OF DAYS WORKED	DATES
WHITE PATRICK	0050	0150	9	05/18/98 05/29/98
ASARO JOSEPH	0040	0050	9	05/18/98 05/29/98
BARBANO MARK J	0040	0050	1	05/29/98 05/29/98
BARBANO MARK J	0040	0050	2	05/19/98 05/20/98
BOUDOURES ROBERT G	0040	0050	4	05/24/98 05/28/98
BRACCO RICHARD D	0040	0050	5	05/16/98 05/22/98
CARDINALE FRANK	0040	0050	2	05/25/98 05/26/98
FERRY JAMES C	0040	0050	2	05/23/98 05/24/98
FRISELLA DAVID A	0040	0050	1	05/29/98 05/29/98
FRISELLA DAVID A	0040	0050	2	05/26/98 05/27/98
FRISELLA DAVID A	0040	0050	4	05/17/98 05/21/98
HABERLIN DAVID A	0040	0050	4	05/25/98 05/29/98
HABERLIN DAVID A	0040	0050	2	05/22/98 05/23/98
HABERLIN DAVID A	0040	0050	2	05/16/98 05/17/98
HARRINGTON JOHN	0040	0050	4	05/26/98 05/29/98
JONES PAUL	0040	0050	1	05/16/98 05/16/98
THUESEN ALBERT L	0040	0050	2	05/28/98 05/29/98
THUESEN ALBERT L	0040	0050	2	05/22/98 05/23/98
THUESEN ALBERT L	0040	0050	2	05/19/98 05/20/98
TRACEY JAMES M	0040	0050	1	05/29/98 05/29/98
TRACEY JAMES M	0040	0050	2	05/26/98 05/27/98
TREANOR FRANK R	0040	0050	2	05/27/98 05/28/98
BENNETT ROD L	0030	0040	2	05/21/98 05/22/98
GARCIA PHILIP F	0030	0040	1	05/29/98 05/29/98
GARCIA PHILIP F	0030	0040	2	05/17/98 05/18/98
GOODIN DOUGLAS L	0030	0040	2	05/28/98 05/29/98
HAYES WHITE JOANNE	0030	0040	7	05/18/98 05/28/98
KEARNEY MICHAEL S	0030	0040	1	05/29/98 05/29/98
KEARNEY MICHAEL S	0030	0040	4	05/20/98 05/24/98
KELBER PHILIP S	0030	0040	2	05/27/98 05/28/98
KELBER PHILIP S	0030	0040	2	05/21/98 05/22/98
MASSETANI GARY	0030	0040	9	05/18/98 05/29/98
NOLAN VINCENT J	0030	0040	2	05/24/98 05/25/98
NOLAN VINCENT J	0030	0040	2	05/18/98 05/19/98
ODONNELL EDWARD JR	0030	0040	2	05/27/98 05/28/98
PAGAN VICTOR A	0030	0040	4	05/19/98 05/23/98
PAGAN VICTOR A	0030	0040	2	05/16/98 05/17/98
ROYBAL PETER D	0030	0040	2	05/28/98 05/29/98
SERAFINI WILLIAM F	0030	0040	2	05/27/98 05/28/98
TOMASELLO RAYMOND	0030	0040	2	05/23/98 05/24/98

3. CONSENT CALENDAR

G) Temporary Appointments (Continued)

FARRIS KENNETH	0030	0039			
KOCHEVAR RICHARD	0030	0039	5	05/18/98	05/22/98
RYAN THOMAS	0030	0039	8	05/18/98	05/26/98
			10	05/18/98	05/29/98
AHUMADA MICHAEL R	0020	0030	6	05/22/98	05/29/98
BARAONA EUGENE A	0020	0030	2	05/27/98	05/28/98
BARAONA EUGENE A	0020	0030	2	05/24/98	05/25/98
BARAONA EUGENE A	0020	0030	2	05/21/98	05/22/98
BARAONA EUGENE A	0020	0030	2	05/18/98	05/19/98
BONNIE WM SCOTLAND	0020	0030	1	05/29/98	05/29/98
CARROLL DAVID A	0020	0030	2	05/27/98	05/28/98
CUNNIE MICHAEL J	0020	0030	2	05/24/98	05/25/98
CUNNIE MICHAEL J	0020	0030	2	05/18/98	05/19/98
DRAKE GEORGE	0020	0030	2	05/25/98	05/26/98
DRAKE GEORGE	0020	0030	1	05/16/98	05/16/98
FLAHERTY STEPHEN A	0020	0030	4	05/24/98	05/28/98
FLAHERTY STEPHEN A	0020	0030	3	05/16/98	05/19/98
FORBES JOHN J III	0020	0030	2	05/28/98	05/29/98
FORBES JOHN J III	0020	0030	2	05/25/98	05/26/98
FORBES JOHN J III	0020	0030	4	05/16/98	05/20/98
FREDIANI DONALD L	0020	0030	1	05/29/98	05/29/98
FREDIANI DONALD L	0020	0030	2	05/26/98	05/27/98
FREDIANI DONALD L	0020	0030	2	05/20/98	05/21/98
FREDIANI DONALD L	0020	0030	2	05/17/98	05/18/98
GALLEGOS THOMAS M	0020	0030	2	05/21/98	05/22/98
GARCIA GEORGE H JR	0020	0030	1	05/29/98	05/29/98
GARCIA GEORGE H JR	0020	0030	2	05/26/98	05/27/98
GARCIA GEORGE H JR	0020	0030	2	05/17/98	05/18/98
GARRY KEVIN J	0020	0030	1	05/29/98	05/29/98
GARRY KEVIN J	0020	0030	2	05/23/98	05/24/98
GRIFFIN JAMES W	0020	0030	2	05/27/98	05/28/98
GUTIERREZ RICHARD	0020	0030	2	05/24/98	05/25/98
GUTIERREZ RICHARD	0020	0030	2	05/21/98	05/22/98
GUTIERREZ RICHARD	0020	0030	3	05/16/98	05/19/98
HANSEN JERRY E	0020	0030	2	05/19/98	05/20/98
HARRINGTON JAMES P	0020	0030	8	05/19/98	05/29/98
HUBBARD FRED A	0020	0030	2	05/27/98	05/28/98
HUBBARD FRED A	0020	0030	2	05/21/98	05/22/98
HUBBARD FRED A	0020	0030	1	05/16/98	05/16/98
JEBE HENRY H III	0020	0030	2	05/28/98	05/29/98
JEBE HENRY H III	0020	0030	2	05/25/98	05/26/98
JONES WINONA M	0020	0030	2	05/27/98	05/28/98
KAWAGUCHI TODD L	0020	0030	1	05/29/98	05/29/98
KAWAGUCHI TODD L	0020	0030	2	05/23/98	05/24/98
KIM ROBERT K	0020	0030	2	05/23/98	05/24/98
KING ALEXANDER M	0020	0030	2	05/27/98	05/28/98
KING ALEXANDER M	0020	0030	1	05/21/98	05/21/98
KING ALEXANDER M	0020	0030	1	05/16/98	05/16/98

3. CONSENT CALENDAR

G) Temporary Appointments (Continued)

KUBEL DENNIS	0020	0030	2	05/19/98	05/20/98
LANDIVAR WILLIAM G	0020	0030	2	05/24/98	05/25/98
LANDIVAR WILLIAM G	0020	0030	1	05/16/98	05/16/98
LAUER RICHARD L	0020	0030	2	05/17/98	05/18/98
LEONARD ALLAN J	0020	0030	2	05/28/98	05/29/98
LEONARD ALLAN J	0020	0030	4	05/16/98	05/20/98
LIGGINS EDWARD JR	0020	0030	3	05/23/98	05/29/98
LIGGINS EDWARD JR	0020	0030	4	05/17/98	05/21/98
MCHUGH JAMES	0020	0030	3	05/16/98	05/19/98
MCKEON JOSEPH B	0020	0030	2	05/24/98	05/25/98
MCKEON JOSEPH B	0020	0030	1	05/16/98	05/16/98
MILLARD TERRY	0020	0030	4	05/24/98	05/28/98
MOLINARI ROBERT M	0020	0030	2	05/25/98	05/26/98
MOLINARI ROBERT M	0020	0030	2	05/22/98	05/23/98
MOLINARI ROBERT M	0020	0030	2	05/19/98	05/20/98
MOLINARI ROBERT M	0020	0030	2	05/16/98	05/17/98
MONTAGUE GARY	0020	0030	1	05/16/98	05/16/98
MORINO FRANK	0020	0030	2	05/28/98	05/29/98
MURRAY THOMAS E	0020	0030	2	05/28/98	05/29/98
MURRAY THOMAS E	0020	0030	2	05/25/98	05/26/98
MURRAY THOMAS E	0020	0030	2	05/19/98	05/20/98
MURRAY THOMAS E	0020	0030	2	05/16/98	05/17/98
NORTON WILLIAM	0020	0030	2	05/23/98	05/24/98
OUTLEY JAMES A	0020	0030	2	05/28/98	05/29/98
PLESCIA MATTHEW V	0020	0030	3	05/16/98	05/19/98
ROBINSON RICHARD	0020	0030	1	05/29/98	05/29/98
ROSS MARTY A	0020	0030	2	05/23/98	05/24/98
SMITH STEPHEN C	0020	0030	2	05/22/98	05/23/98
SOULE ANTHONY P	0020	0030	8	05/16/98	05/29/98
STEWART GREGORY	0020	0030	2	05/21/98	05/22/98
WALSH FREDERICK C	0020	0030	2	05/21/98	05/22/98
CASTELLANOS RUDOLPH	0020	0028	10	05/18/98	05/29/98
DEA EDMUND	0020	0028	10	05/18/98	05/29/98
FIELDS MONICA	0020	0028	5	05/18/98	05/22/98
HALE REX	0020	0028	10	05/18/98	05/29/98
HIGGINS JOSEPH	0020	0028	10	05/18/98	05/29/98
JONES GREGORY	0020	0028	10	05/18/98	05/29/98
LABRADO RUDOLPH	0020	0028	10	05/18/98	05/29/98
MARTIN DON	0020	0028	10	05/18/98	05/29/98
MCGREGOR RAEMONA	0020	0028	5	05/18/98	05/29/98
WILSON JOSEPH	0020	0028	10	05/18/98	05/29/98
CAMPBELL EDWARD	0010	0020	9	05/18/98	05/29/98
CHAN WING CHUNG	0010	0020	2	05/24/98	05/25/98
FERRANDO JOHN J	0010	0020	2	05/28/98	05/29/98
FERRANDO JOHN J	0010	0020	2	05/25/98	05/26/98

3. CONSENT CALENDAR

G) Temporary Appointments (Continued)

GRIFFEY NIKKI P	0010	0020	1	05/29/98
GRIFFEY NIKKI P	0010	0020	2	05/26/98
MORRISON JOSEPH	0010	0020	2	05/21/98
OWYANG GREGORY	0010	0020	7	05/18/98
STEINHOFF LESLIE C	0010	0020	2	05/27/98
STEINHOFF LESLIE C	0010	0020	2	05/24/98
STEINHOFF LESLIE C	0010	0020	2	05/18/98
VANDERVENNET JOHN	0010	0020	2	05/28/98
VANDERVENNET JOHN	0010	0020	2	05/25/98
VANDERVENNET JOHN	0010	0020	2	05/16/98
ABBOTT THOMAS FRANCIS	0002	0020	1	05/29/98
ABBOTT THOMAS FRANCIS	0002	0020	2	05/26/98
ABBOTT THOMAS FRANCIS	0002	0020	4	05/17/98
BACCIOCCO LOUIS F	0002	0020	4	05/24/98
BACCIOCCO LOUIS F	0002	0020	1	05/16/98
BALMY ALEC MICHAEL	0002	0020	9	05/16/98
BECKERLEY JOHN G	0002	0020	2	05/27/98
BECKERLEY JOHN G	0002	0020	2	05/24/98
BECKERLEY JOHN G	0002	0020	5	05/16/98
BLACKBURN ROBERT G	0002	0020	5	05/20/98
BOTELHO ERIC J	0002	0020	2	05/16/98
BUSALACCHI RICHARD	0002	0020	2	05/28/98
BUSALACCHI RICHARD	0002	0020	2	05/22/98
BUSALACCHI RICHARD	0002	0020	4	05/16/98
CALKIN ELBERT R	0002	0020	2	05/27/98
CALLEN TIMOTHY J	0002	0020	6	05/20/98
CALZOLAI FRANCO S	0002	0020	4	05/24/98
CALZOLAI FRANCO S	0002	0020	2	05/18/98
CASTELAN MICHAEL	0002	0020	1	05/29/98
CHARLTON MICHAEL B	0002	0020	2	05/27/98
CHARLTON MICHAEL B	0002	0020	2	05/24/98
CHARLTON MICHAEL B	0002	0020	2	05/21/98
CHARLTON MICHAEL B	0002	0020	1	05/16/98
CHRISTOBAL CLYDE M	0002	0020	2	05/25/98
CHRISTOBAL CLYDE M	0002	0020	2	05/16/98
CHU EDWARD Y	0002	0020	2	05/24/98
CHU EDWARD Y	0002	0020	2	05/21/98
CLARK WILLIAM	0002	0020	1	05/29/98
CLARK WILLIAM	0002	0020	2	05/23/98
COTTON RICHARD	0002	0020	2	05/25/98
DAWLEY DAVID	0002	0020	2	05/16/98
DELANE MICHAEL W	0002	0020	2	05/28/98
DELANE MICHAEL W	0002	0020	2	05/25/98
DELANE MICHAEL W	0002	0020	2	05/22/98
DELANE MICHAEL W	0002	0020	2	05/16/98
DIAZ CHRISTOPHER A	0002	0020	2	05/17/98
DICKERSON WILLIAM	0002	0020	2	05/19/98

3. CONSENT CALENDAR

G) Temporary Appointments (Continued)

DILUZIO JOHN A	0002	0020	2	05/28/98	05/29/98
DILUZIO JOHN A	0002	0020	2	05/25/98	05/26/98
DILUZIO JOHN A	0002	0020	2	05/22/98	05/23/98
DILUZIO JOHN A	0002	0020	2	05/19/98	05/20/98
ENGLER GERALD	0002	0020	5	05/16/98	05/26/98
FARAC STEPHEN N	0002	0020	2	05/21/98	05/22/98
GISSLER JACK A	0002	0020	4	05/25/98	05/29/98
GISSLER JACK A	0002	0020	6	05/16/98	05/23/98
GOGGIN DONALD JAMES	0002	0020	2	05/27/98	05/28/98
GOGGIN DONALD JAMES	0002	0020	2	05/24/98	05/25/98
GREGORY STEPHAN H	0002	0020	2	05/26/98	05/27/98
GRIMESEY PATRICK E	0002	0020	2	05/27/98	05/28/98
GRIMESEY PATRICK E	0002	0020	2	05/24/98	05/25/98
GRIMESEY PATRICK E	0002	0020	2	05/21/98	05/22/98
GRIMESEY PATRICK E	0002	0020	1	05/16/98	05/16/98
GUAJARDO RUDY	0002	0020	2	05/16/98	05/17/98
HANLEY JOHN F	0002	0020	2	05/21/98	05/22/98
HANLEY JOHN F	0002	0020	2	05/18/98	05/19/98
HESTER JOHN W	0002	0020	2	05/27/98	05/28/98
HESTER JOHN W	0002	0020	2	05/24/98	05/25/98
HESTER JOHN W	0002	0020	2	05/21/98	05/22/98
HESTER JOHN W	0002	0020	1	05/16/98	05/16/98
HICKEY JOHN ANDREW	0002	0020	8	05/16/98	05/29/98
HILL STEVEN H	0002	0020	2	05/26/98	05/27/98
HILL STEVEN H	0002	0020	2	05/23/98	05/24/98
HOGAN WILLIAM D	0002	0020	2	05/27/98	05/28/98
HOGAN WILLIAM D	0002	0020	2	05/24/98	05/25/98
HOGAN WILLIAM D	0002	0020	1	05/16/98	05/16/98
HOY CARLOS	0002	0020	2	05/21/98	05/22/98
HUNTER DARRYL	0002	0020	2	05/20/98	05/21/98
HUNTER DARRYL	0002	0020	2	05/17/98	05/18/98
HUPKE KENNETH W	0002	0020	2	05/17/98	05/18/98
HURTADO VICTOR GABRIEL	0002	0020	1	05/29/98	05/29/98
HURTADO VICTOR GABRIEL	0002	0020	2	05/26/98	05/27/98
JOHNSON DAVID ALAN	0002	0020	2	05/28/98	05/29/98
JOHNSON DAVID ALAN	0002	0020	2	05/25/98	05/26/98
JONES KENNETH R	0002	0020	2	05/28/98	05/29/98
JONES KENNETH R	0002	0020	2	05/25/98	05/26/98
JONES KENNETH R	0002	0020	2	05/22/98	05/23/98
JONES KENNETH R	0002	0020	2	05/19/98	05/20/98
JONES KENNETH R	0002	0020	2	05/16/98	05/17/98
KANNISTO RICHARD A	0002	0020	1	05/29/98	05/29/98
KANNISTO RICHARD A	0002	0020	2	05/17/98	05/18/98
KEOHANE JERRY	0002	0020	1	05/16/98	05/16/98
KING JOSEPH L	0002	0020	1	05/29/98	05/29/98
KING JOSEPH L	0002	0020	4	05/20/98	05/24/98
KING JOSEPH L	0002	0020	2	05/17/98	05/18/98
KNIGHT ROHAN	0002	0020	1	05/29/98	05/29/98

3. CONSENT CALENDAR

6) Temporary Appointments (Continued)

LAU KERBY	0002				05/29/98
LAU KERBY	0002				05/23/98
LAU KERBY	0002				05/20/98
LAU KERBY	0002				05/17/98
LOMBARDI KENNETH A	0002				05/18/98
LOMBARDI KENNETH A	0002				05/26/98
LUNDIE KENNETH	0002				05/17/98
LUNDIE KENNETH	0002				05/29/98
MAGNUSEN LONNIE H	0002				05/18/98
MAGNUSEN LONNIE H	0002				05/29/98
MAGNUSEN LONNIE H	0002				05/27/98
MAGNUSEN LONNIE H	0002				05/23/98
MCCOY JOHN	0002				05/17/98
MCELHENEY KATHLEEN CECEIL	0002				05/21/98
MCHUGH PAUL M	0002				05/25/98
MCHUGH PAUL M	0002				05/24/98
MCHUGH PAUL M	0002				05/29/98
MERRILL CLIFTON D	0002				05/20/98
MERRILL CLIFTON D	0002				05/17/98
MIELKE ROBERT T	0002				05/29/98
MIELKE ROBERT T	0002				05/27/98
MIELKE ROBERT T	0002				05/29/98
MOY EDWARD BENJAMIN	0002				05/24/98
MOY EDWARD BENJAMIN	0002				05/23/98
MULHAIR LESLIE K	0002				05/16/98
MULHAIR LESLIE K	0002				05/27/98
MULHAIR LESLIE K	0002				05/21/98
MUNIZ ROBERT P	0002				05/16/98
OLEARY MICHAEL E	0002				05/24/98
OLEARY MICHAEL E	0002				05/26/98
OSHEA JOHN P	0002				05/20/98
OSULLIVAN KEVIN EDWARD	0002				05/16/98
OSULLIVAN KEVIN EDWARD	0002				05/25/98
PARENT JOHN C	0002				05/16/98
PARENT JOHN C	0002				05/23/98
PATT MICHAEL DONALD	0002				05/17/98
PATT MICHAEL DONALD	0002				05/27/98
PATT MICHAEL DONALD	0002				05/24/98
PAUL ALLAN R	0002				05/16/98
PEREZ VINCENT ACEVES	0002				05/27/98
PEREZ VINCENT ACEVES	0002				05/28/98
POSTEL ROBERT FREDERICK	0002				05/21/98
POSTEL ROBERT FREDERICK	0002				05/22/98
PRUYN RONALD C	0002				05/29/98
PRUYN RONALD C	0002				05/20/98
PRUYN RONALD C	0002				05/29/98
PUMPHREY ZACHARY WILLIAMS	0002				05/24/98
PUMPHREY ZACHARY WILLIAMS	0002				05/21/98
PUMPHREY ZACHARY WILLIAMS	0002				05/29/98
PUMPHREY ZACHARY WILLIAMS	0002				05/24/98

3. CONSENT CALENDAR

G) Temporary Appointments (Continued)

RABBITT BRIAN P	0002	0020	4	05/24/98	05/28/98
RABBITT BRIAN P	0002	0020	5	05/16/98	05/22/98
REY BRAD LAWRENCE	0002	0020	2	05/21/98	05/22/98
RUSSELL DAVID EDWARD	0002	0020	2	05/16/98	05/17/98
SALA SIULAGI L	0002	0020	2	05/26/98	05/27/98
SERPA ANTHONY J	0002	0020	2	05/19/98	05/20/98
SERPA ANTHONY J	0002	0020	2	05/16/98	05/17/98
SEYLER JEANNE MARIE	0002	0020	6	05/19/98	05/26/98
SOBOZINSKY ANDREW T	0002	0020	2	05/21/98	05/22/98
STEINHOFF LESLIE	0002	0020	2	05/27/98	05/28/98
STEINHOFF LESLIE	0002	0020	1	05/16/98	05/16/98
STEVENS PHILIP T	0002	0020	4	05/21/98	05/28/98
STORTI WILLIAM OLIVER	0002	0020	2	05/28/98	05/29/98
STORTI WILLIAM OLIVER	0002	0020	2	05/25/98	05/26/98
STORTI WILLIAM OLIVER	0002	0020	2	05/22/98	05/23/98
STORTI WILLIAM OLIVER	0002	0020	2	05/19/98	05/20/98
SULLIVAN DANIEL A	0002	0020	2	05/28/98	05/29/98
SULLIVAN DANIEL A	0002	0020	2	05/22/98	05/23/98
SULLIVAN DENNIS WILLIAM	0002	0020	1	05/29/98	05/29/98
TUIASOSOPO JOHN MISIATA	0002	0020	3	05/16/98	05/19/98
URQUIAGA PAUL THOMAS	0002	0020	1	05/29/98	05/29/98
URQUIAGA PAUL THOMAS	0002	0020	2	05/23/98	05/24/98
URQUIAGA PAUL THOMAS	0002	0020	2	05/20/98	05/21/98
URQUIAGA PAUL THOMAS	0002	0020	2	05/17/98	05/18/98
VELO JOSE L	0002	0020	2	05/28/98	05/29/98
VELO JOSE L	0002	0020	4	05/19/98	05/23/98
WETTELAND PATRICK	0002	0020	1	05/29/98	05/29/98
WETTELAND PATRICK	0002	0020	2	05/23/98	05/24/98
WETTELAND PATRICK	0002	0020	2	05/20/98	05/21/98
WIESSLER STEVEN	0002	0020	1	05/29/98	05/29/98
WIESSLER STEVEN	0002	0020	4	05/17/98	05/21/98
WONG MIKE JAMES	0002	0020	2	05/27/98	05/28/98
WONG MIKE JAMES	0002	0020	2	05/24/98	05/25/98
WONG MIKE JAMES	0002	0020	3	05/16/98	05/19/98
WONG SUEON F	0002	0020	2	05/27/98	05/28/98
WONG SUEON F	0002	0020	2	05/24/98	05/25/98
WONG SUEON	0002	0020	3	05/16/98	05/19/98
WYRSCH GREGORY LANCE	0002	0020	1	05/29/98	05/29/98
WYRSCH GREGORY LANCE	0002	0020	2	05/26/98	05/27/98
WYRSCH VICTOR HERMAN	0002	0020	4	05/25/98	05/29/98
WYRSCH VICTOR HERMAN	0002	0020	2	05/19/98	05/20/98
WYRSCH VICTOR HERMAN	0002	0020	2	05/16/98	05/17/98
ZOUZOUNIS DENNIS J	0002	0020	2	05/25/98	05/26/98
ZOUZOUNIS DENNIS J	0002	0020	2	05/22/98	05/23/98
ZOUZOUNIS DENNIS J	0002	0020	2	05/19/98	05/20/98

JUAREZ FERNANDO

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3. CONSENT CALENDAR

G) Temporary Appointments (Continued)

AUSTIN KATHY A	0002	0010	1	05/16/98	05/16/98
BIAGINI DANIEL J	0002	0010	1	05/29/98	05/29/98
BIAGINI DANIEL J	0002	0010	2	05/26/98	05/27/98
BIAGINI DANIEL J	0002	0010	2	05/17/98	05/18/98
BROCK JANET LOUISE	0002	0010	2	05/25/98	05/26/98
CARDINALE KATHRYN M C	0002	0010	2	05/27/98	05/28/98
CARDINALE KATHRYN M C	0002	0010	2	05/24/98	05/25/98
DUENSING JOHN W	0002	0010	2	05/23/98	05/24/98
FITZPATRICK JOSEPH	0002	0010	2	05/28/98	05/29/98
GUTTMAN JOSEPH	0002	0010	1	05/29/98	05/29/98
HALL JAMES NMI	0002	0010	2	05/24/98	05/25/98
HALL JAMES NMI	0002	0010	3	05/16/98	05/19/98
HEFFERNAN JERRY F	0002	0010	3	05/16/98	05/22/98
HIGGINS PATRICK	0002	0010	1	05/16/98	05/16/98
HUI RICKY MING	0002	0010	2	05/24/98	05/25/98
JEW LAWRENCE MOON	0002	0010	2	05/20/98	05/21/98
JOHNSON LUTHER G	0002	0010	2	05/16/98	05/17/98
JONES HELEN MICHELLE	0002	0010	1	05/29/98	05/29/98
JONES HELEN MICHELLE	0002	0010	2	05/26/98	05/27/98
JONES HELEN MICHELLE	0002	0010	2	05/20/98	05/21/98
KERR KAREN	0002	0010	3	05/16/98	05/19/98
LERMA MELISSA MARIE	0002	0010	2	05/26/98	05/27/98
LERMA MELISSA MARIE	0002	0010	6	05/17/98	05/24/98
MACIAS MARK LUIS	0002	0010	2	05/28/98	05/29/98
MATHEWS JENNIFER M	0002	0010	2	05/27/98	05/28/98
MCDILL ROBERT G	0002	0010	2	05/24/98	05/25/98
MCDONAGH PAUL	0002	0010	2	05/27/98	05/28/98
ORLANDO MICHAEL	0002	0010	2	05/24/98	05/25/98
PEOPLES DONALD WAYNE	0002	0010	2	05/22/98	05/23/98
PERRICONE EDWARD F	0002	0010	2	05/25/98	05/26/98
SCOLA MATTHEW J	0002	0010	2	05/25/98	05/26/98
SEVER KEITH L	0002	0010	2	05/18/98	05/19/98
TALMADGE MELINDA ANNETTE	0002	0010	1	05/29/98	05/29/98
TALMADGE MELINDA ANNETTE	0002	0010	2	05/20/98	05/21/98
WALSH MICHAEL M	0002	0010	2	05/21/98	05/22/98
WONG JEFFREY NMN	0002	0010	2	05/28/98	05/29/98
WONG JEFFREY NMN	0002	0010	4	05/22/98	05/26/98
WONG JEFFREY NMN	0002	0010	2	05/16/98	05/17/98
WOOD ADAM HOLBROOK	0002	0010	2	05/27/98	05/28/98
WOOD ADAM HOLBROOK	0002	0010	2	05/18/98	05/19/98
WU ALLEN SUNNY	0002	0010	2	05/28/98	05/29/98
WU ALLEN SUNNY	0002	0010	2	05/16/98	05/17/98
CERNA GEORGE	0001	0033	2	05/19/98	05/20/98
DAVIS ARTHUR	0001	0033	2	05/20/98	05/21/98

3. CONSENT CALENDAR

G) Temporary Appointments (Continued)

ALBOFF GEORGE	0006	0024	8	05/18/98	05/29/98
CARDER MARY	0002	0006	7	05/16/98	05/28/98
MCGUINN MARTY	0002	0006	9	05/17/98	05/29/98
SCANNELL JOSEPH	0002	0006	8	05/16/98	05/29/98
THOMAS JENNIFER	0010	0006	3	05/16/98	05/22/98
VEGA PAUL	0010	0006	7	05/17/98	05/29/98
ARMADA ARISTON	0022	0032	9	05/18/98	05/29/98
CEREGHINO KENNETH	0022	0032	8	05/18/98	05/29/98
LI ERNEST	0022	0032	8	05/18/98	05/29/98
BRAIDA MICHAEL	0004	0022	4	05/19/98	05/25/98
CORREA ANTONIO	0004	0022	8	05/18/98	05/28/98
GRAFF JOSEPH	0004	0022	9	05/19/98	05/29/98
SCHEMBRI PETER	0006	0022	9	05/18/98	05/29/98
HONG CLIFTON	0002	0004	8	05/18/98	05/29/98
GUITRON BRUCE	0002	0004	8	05/18/98	05/29/98
PIOMBO JOHN	0002	0004	6	05/18/98	05/28/98
ZARI GERALD	0002	0004	7	05/18/98	05/28/98
JACOBS ROBERT	0002	0001	6	05/02/98	05/12/98
DRABBLE DAVID	0001	0033	2	05/11/98	05/12/98
HARDCASTLE STEVEN	0001	0033	2	05/14/98	05/15/98
LEONARD PETER	0001	0033	4	05/05/98	05/09/98
DISABILITY PAY					
MORAN MICHAEL	0040	0050	14	05/16/98	05/29/98
CERCOS JOHN	0030	0040	14	05/16/98	05/29/98
RONAN JOHN	0030	0040	14	05/16/98	05/29/98
WAGNER BRUCE	0020	0030	14	05/16/98	05/29/98
SILVESTRI ALFRED J	0024	0032	14	05/16/98	05/29/98
DEMARTINI GEORGE	0020	0028	14	05/16/98	05/29/98
DUNN GERALD	0002	0020	14	05/16/98	05/29/98
GALLAGHER PETER	0002	0020	14	05/16/98	05/29/98

3. CONSENT CALENDAR

G) Temporary Appointments (Continued)

AUSTIN KATHY	0002	0010	13	05/17/98	05/29/98
KASHIMA KP NAKIA	0002	0010	14	05/16/98	05/29/98

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted ten letters commending members of the Department for response to requests for assistance, emergencies, or training.

Acting President Roff directed that these letters be acknowledged and incorporated into the minutes of today's meeting.

* * * * *

June 2, 1998

Dear Chief Demmons,

Last Tuesday, May 25th, my mother, Eileen Lambert, took a nasty fall. She called 9-1-1. They came immediately. They were so kind to my mother; took care of her and secured her home. She is eighty-nine and it was very frightening for her.

I wanted to thank the men and women who service her area - 147 Forest View. I went to the Stonestown Station, but it seemed closed. I called the fire department and they suggested I write you. I would just appreciate it if you could just pass my sincere thanks to the persons who took care of her, if that is possible.

In any event, thanks to 9-1-1 she is doing fine.

Sincerely,

/s/ Corine Kennedy

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4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (continued)

Sharon M. Kizziah
775 - 14th Street
San Francisco, CA 94104

June 3, 1998

Chief Bob Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

Just a short note of praise for the excellent care and attention I received approximately a month ago when I was in a motorcycle accident involving a car which occurred right in front of Station 1. The moment the fire personnel heard the accident, they sprang into action; stopping traffic, attending to my injuries, picking up my motorcycle, etc. I was very well looked after by the crew at Station 1 until the paramedics arrived and carted me off to San Francisco General Hospital.

I certainly hope I never have to experience another accident but if I must, I hope it is near one of your fire stations because I know I will receive the best and most excellent treatment possible from San Francisco Fire Department personnel -- and especially from Station 1!

Thanks again.

Yours very truly,

/s/ Sharon M. Kizziah

Station 1: Lt. Eugene Murphy; FF Richard Stevens
FF James Draper; FF Stepan Gregory, Fire Rescue
PM Martin Spalka, Fire Rescue PM Michael Moura

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

June 5, 1998

City and County of San Francisco
Medical Examiner - Coroner
Hall of Justice 850 Bryant Street
San Francisco, CA 94103

Robert Demmons, Fire Chief
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

Please accept the sincere gratitude of my Department and myself for the dedication and helpfulness shown by Firefighters on Truck 8 and Engine 8 under the command of Lt. Childs.

On May 31, 1998, they responded to the scene of a fatal jump vs. fall at 3rd and Harrison Streets, and were extremely helpful in a very difficult extraction of the deceased.

My Department has always appreciated the excellent response and helpfulness of all your staff, but I believe that dedication to duty such as this should be recognized.

Sincerely,

/s/ Boyd G. Stephens, M.D.
Chief Medical Examiner

Truck 8
Lt. Robert Childs
FF James Cumnie
FF Fred Calonico
FF Dennis Kelly

Engine 8
T/Lt. Barry Wong
FF Thomas Feeney
FF Alberto Pedruco
FF Jones

4. REGULAR CALENDAR

A. Letters of Commendation (Continued)

Health Care Workers Local 250, EMS
2829 California St.
San Francisco, CA 94115

June 7, 1998

Battalion Chief Mike Morris
Bureau of Communications
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Morris,

In my twenty years in San Francisco EMS, it is a distinct pleasure to work with a dispatcher whose clarity, accuracy, and professionalism shines forth as does that of Mr. Ray Crawford.

On June 5, 1998, a particularly busy night, I was attending an auto vs. pedestrian accident on Columbus Avenue, near Kearney, where bystanders advised of a second pedestrian struck around the corner on Broadway at Grant. That pedestrian was under the vehicle requiring extrication. We were unable to handle both calls at once. The back-up we so expediently received from your department by way of Mr. Crawford's professional work allowed both calls to be handled and our transport to proceed with an absolute minimum of delay. I found this typical of the night's work with Mr. Crawford at the helm of Control Ten.

I feel good work above and beyond the norm deserves notice. Please extend my commendations and thanks to Mr. Crawford in particular, and to all the members of the communications staff who have done such a great job during this time of transition.

Sincerely,

/s/ Scott Williams

4. REGULAR CALENDAR

A. Letters of Commendation (Continued)

June 8, 1998

Robert L. Demmons
Chief of Department
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons,

Last month, on Wednesday, May 13, as I was going to the Muni stop at 30th and Church, I saw that an elderly woman had collapsed on the sidewalk. I hurried to help, but another person was supporting her and said that help was on the way. Within a minute, a firetruck arrived and shortly thereafter, the EMT vehicle. The woman was unable to respond verbally even though she was conscious. Throughout the emergency, she was treated with immense care and dignity by the fire department personnel.

It was an outstanding display of training combined with a great sense of humanity. Even though it was a small incident in the scheme of things, it mattered greatly to the woman and her family, I'm sure. And it mattered to me to be a witness to such kindness, stranger to stranger. I remain warmed and touched at the response by your fire department personnel; it is reassuring to know that such goodness still exists. Your personnel deserves to be commended.

Sincerely,

Kathryn Aya
1662 Whispering Pines Dr.
Seaside, Oregon 97138

4. REGULAR CALENDAR

A. Letters of Commendation (Continued)

June 9, 1998

Robert L. Demmons
Chief of Department
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief,

Our classroom certainly enjoyed the fire talk given by firefighters John Rocco and Frank Roldan. The information, which came from the Fireflies Program, was very thorough, pertinent and informative. Even the teachers learned a few things! What a great way to promote safety - all the way from San Francisco.

Thanks so much

/s/ Normandie Callahan
/s/ Kari Bates
Newport Elementary School
12635 SE 56th St.
Bellevue, WA 98006

* * * * *

4. REGULAR CALENDAR

A. Letters of Commendation (Continued)

475 SANSOME STREET BUILDING
SUITE 550
San Francisco, CA 94111

June 11, 1998

Robert L. Demmons
Chief of Department
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Re: 475 Sansome Street
Fire Safety Training

Dear Mr. Demmons:

I want to thank you for allowing Firefighter Juarez to come out to our building this week. His assistance with the Fire/Life-Safety Training of our tenants was invaluable! It is so nice to be able to provide such knowledgeable and professional instruction to our tenants. I truly appreciate the time and effort that Mr. Juarez put into the classes, and am grateful that the Fire Department is available to assist and educate the public. I know that our level of emergency preparedness, here at 475 Sansome Street, is greatly improved as a direct result of Firefighter Juarez's efforts.

Regards,

Cushman & Wakefield of California, Inc.

Elizabeth O'Connor
Operations Assistant

cc: Monika Picardo

4. REGULAR CALENDAR

A. Letters of Commendation (Continued)

Japanese Community Youth Council
596 Post Street
San Francisco, CA 94109-6511

June 11, 1998
Robert L. Demmons
Chief of Department
San Francisco Fire Department

Dear Chief Demmons:

On June 10, 1998, your members of the San Francisco Fire Department assisted in giving a CPR and First Aid Training for 30 youth counselors of the JCYC Tomodachi Summer Program. The JCYC Staff was pleased with their knowledge, their humor, and their helpfulness. For their services we offered to reward them with a sum of money. However, they graciously turned it down and gave it back to us as a donation.

The JCYC Staff is grateful for their donation. Thank you for sending these outstanding firefighters and for their services. The counselors are now better equipped to handle medical needs. Thank you once again.

Sincerely,

/s/ Eva Ung
JCYC Director of Children Services

Kevin Yamabe
Day Camp Director

* * * * *

ANDONICO'S MARKET
1109 Washington Ave.
Albany, CA 94706

Chief Demmons
San Francisco Fire Department

Dear Robert,

We couldn't have done it without you! Andronico's would like to thank you for your support of our Kid's Photo I.D. event on May 16, 1998. We appreciate all of your help in making this event a successful one.

Sincerely,
/s/ Marcie Miranda

4. REGULAR CALENDAR

A. Letters of Commendation (Continued)

On Lok Senior Health Services
1333 Bust Street
San Francisco, CA 94109-5611

June 12, 1998

Chief - San Francisco Fire Department
Headquarters
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Sir:

Yesterday morning we found it necessary to make a 911 emergency call on behalf of one of our frail, elderly participants who collapsed in our center at 1333 Bush Street. The paramedics (fire and ambulance) arrived promptly, immediately assessed the patient and relieved one of our staff who was administering CPR. Even though the patient was 94 years old his expressed wishes were to be a Full Code and on learning this the paramedics followed the protocol and worked tirelessly for 20-25 minutes to revive this gentleman.

Although the patient expired, I want to say how impressed we were by the competence of your paramedics. As a health care organization, we feel well able to make this observation. They were calm, efficient, and worked beautifully as a team. They were also enormously respectful toward the patient and sensitive to their surroundings. At all times I felt our participant was getting the best possible emergency care and indeed, could ask for no better for anyone of us.

On behalf of the entire team please accept our sincere appreciation for what is undoubtedly a very demanding and difficult job. We will let the family know what good emergency care their love one received.

Sincerely,

/s/ Eleanor Errante, Center Mgr, Rose Team

Engine 3

T/Cpt. Terry Millard
FF Al Gughemetti
FF Pat Shea
FF Joe Cuff

* * * * *

Medic 3 - Bernard Maguire
Eric Nylander

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (continued)

Betty Ferguson
405 Davis Court #1706
San Francisco, CA 94111

Dear Mayor Brown,

We want to express our appreciation for the wonderful response to our 911 call.

On Tuesday, April 28th, my husband had a bad fall in the bathroom and was bleeding copiously from his forehead. The firemen and paramedics couldn't have been more helpful. The firemen were careful not to move him until the paramedics arrived. Eventually Paul was taken to the emergency room for five stitches and is fine now.

Those men couldn't have been more kind and helpful, and even cleaned up the pool of blood on the floor. We are not sure where they came from, and wanted you to know what a great job they did.

Sincerely,

/s/ Betty Ferguson

Engine 13

Lt. Ernest Ware
FF Anthony Branchcomb
FF Macheal Thomas, Jr.
FF Allen Wu

Medic 13

Scott Eberhart
Rafael Gordon

* * * * *

4. REGULAR CALENDAR – NEW BUSINESS

B) Retirement Certificate

Reported Award of Honorable Service to the following member:

	<u>Type of Retirement</u>	<u>Years of Service</u>	<u>Date of Retirement</u>
Firefighter Richard Curtaz	Service	30-1/2	Apr. 30, 1998

Chief Demmons invited Firefighter Richard Curtaz to step forward and receive his Retirement Certificate. Chief Demmons briefly summarized Firefighter Curtaz's service with the Department and presented the certificate.

Chief Demmons was very pleased to see Firefighter Curtaz here tonight, as he recently recovered from a very serious on-duty injury. He wished Firefighter Curtaz many, many years of happy retirement. The Department appreciates his years of dedicated service.

Firefighter Curtaz said the certificate acknowledging his 30 plus years with the San Francisco Fire Department completes something of which he is very proud. He was born and raised in San Francisco and has had the two best jobs: Gripman on the cable cars and firefighter. The job that the Fire Department does, people just say, "oh, they're firemen." They don't realize what it takes to be a fireman. He was very proud to have been a fireman.

Firefighter Curtaz was congratulated by members of the Commission.

C) Public Comment

John Darmanin was present as an active member of the San Francisco Fire Department to speak on his own behalf during Public Comment. He had three questions to direct to the Commission. First, the Fire Commission met on June 3, 1998, to begin his suspension appeal hearing. The minutes of that meeting state that his suspension appeal hearing was continued from the Commission meeting of January 8, 1998. He wished to restate that even though the minutes say it was continued, that he never waived his right nor gave the Fire Commission his permission to exceed the 30 day requirement to hear that appeal. The Commission understands, that needless to say he understands that because of reasons beyond the Commission's control with your schedules you were not able to hear as the rules and regulations state. His appeal hearing was not able to be calendared within the 30 days required by the rules and regulations. He did not want to have any false or misleading information relayed to the rest of the Department.

4. REGULAR CALENDAR - NEW BUSINESS

C) Public Comment (Continued)

Acting President Roff commented that he didn't think there was any misunderstanding. The matter is now scheduled, materials will be exchanged and a hearing date is set. Mr. Darmanin said, "right ... absolutely." Mr. Darmanin went on to say that many people have called him and asked why it was continued? Did he agree to the continuance? He wanted to make it clear through public comment to individuals who have not called him that he did not waive his right to a 30-day suspension appeal hearing. Unfortunately, it was due to your calendar schedule, and your inability to meet that 30 day requirement. He understands that it has been scheduled. His first date was June 3rd, as he mentioned. Unfortunately, it was continued until August 3rd - 60 days after that date. It is unfortunate it has to be that long, because of conflicting schedules and the summer schedule there was no other choice in the matter, again. So, unfortunately, we both have to live with those dates.

Acting President Roff said there is information being sought by your attorney and responses, so we will be prepared to hear that matter on that date.

Mr. Darmanin said he appreciated that we do have two dates scheduled, he didn't know if a 3rd or 4th would be necessary. He hopes that is penciled in on the Commission's schedule so as not to delay it even further.

Acting President Roff said he was sure it would not be.

Mr. Darmanin said the second matter he wanted to discuss or make a comment on ... He believed it was the April 23rd Commission hearing, he brought to the Commission's attention: an unfortunate incident which occurred when his home was contacted by a representative of the fire department to notify him of a demotion and pending reassignment, he believes was the following day. That occurred on April 13th, that notification to his home. As you know he did let the Commission know that he never got the message personally, that message was relayed through his 16-year-old son. At that April 23rd Commission hearing, that information was brought to President Fernandez-Pifer's attention: and she stated that she would look into the matter, discuss the matter and get to the bottom of it and find out the facts and details. He thanks her for that and appreciates it, but it has been over two months, nearly three months, and he has not heard anything from this Commission on that matter, and he would like to put it to rest. He would like to find out why it happened, who is responsible and he would like to insure that those responsible are held accountable. (Mr. Connors indicated that Mr. Darmanin had exceeded his three minutes).

Acting President Roff asked Mr. Darmanin to conclude his remarks.

Mr. Darmanin said that was the last portion of those remarks.

4. REGULAR CALENDAR - NEW BUSINESS

C) Public Comment (Continued)

Mr. Darmanin said the last remark he'd like to make is that quite some time ago he brought to the attention of this department major problems with personal protective equipment. It was not resolved. It went over a 2-3 year period. He finally filed a complaint with CAL-OSHA. They investigated and cited this department for unsafe personal protective equipment, including turnout coats and pants, boots and helmets, as well as the procedures on decontaminating both equipment and firefighters. To the best of his knowledge that has not been resolved adequately, to CAL-OSHA's standards. He wanted to know if the Commission is aware of it. If you are aware of it could you please oversee that and find out what is the status of those citations. Because if it is not resolved he plans to contact CAL-OSHA again. He'd rather not as long as he knows it is being taken care of within this Department. That was the third and final comment. Thank you.

Acting President Roff commented that the Commission does have Mr. Darmanin's suspension appeal calendared for hearing. He hoped that these other matters weren't being brought up to deflect attention from the appeal.

Mr. Darmanin replied, not at all. The matters that he is mentioning to the Commission started long before he was suspended.

Acting President Roff said that in terms of the CAL-OSHA comments this is the first time you have addressed the Commission on that matter. Mr. Darmanin said he brought it up once before at a Fire Commission meeting and he didn't know whether Commissioner Roff was present.

Chief Demmons said his only comment was that during his tenure as Chief of Department ... To be able to even know who John Darmanin was, I had no knowledge of him until several months into my administration, when a question came up about the excessive overtime. In terms of Mr. Darmanin bringing things up ... they occurred after that and when some other things happened then did I start hearing these other matters dealing with possible safety. I can assure this Commission that Assistant Chief Balzarini, Chief of the Airport, has done a tremendous job, and the rest of the firefighters out there continue to do a tremendous job in terms of making sure that they do what is expected of them, and above and beyond. I can't commend Assistant Chief Balzarini and the other people at the Airport enough - with all the accusations and things going on - they continue to provide an excellent service to the people as they come in and out of the airport, and those that work there.

Mr. Darmanin asked to clarify - and he agrees, he echoes those sentiments regarding Assistant Chief Balzarini and the Airport. They have been a model for the rest of the Department. He is referring to the rest of the City's fire department's personal protective equipment. There is a large number of personal protective equipment in the City proper that he is referring to, that

4. REGULAR CALENDAR - NEW BUSINESS

C) Public Comment (Continued)

is below standard, and there are no methods available to decontaminate these garments. There are firefighters - and he was asked as part of his official duties while temporarily assigned to the Division of Training - to get a report together. During the process of this report many comments were made about how they decontaminate their clothing. There are many firefighters who are decontaminating their clothing in public laundromats within the City. All they are doing is contaminating public laundromats. This Department needs to resolve that problem.

Acting President Roff said that you are making a number of accusations. If, indeed there are these issues and you have a report that you say makes these allegations then it would be fitting at some point to submit that report. But this kind of public broadsiding ... If there are matters of this nature, particularly in regard to technical aspects of how to decontaminate equipment the matter should probably have been presented in a report.

Mr. Darmanin said he presented a report to Assistant Deputy Chief Kalos, he believes it was back in November, sir.

Chief Demmons commented that right now he doesn't know what Firefighter Darmanin's status is. I know he has been out of the City at the Airport almost his whole career, I guess. I know he is back but I don't know whether he's been actually in a fire station. But, we do have procedures. Anytime that anyone has a problem, or identifies anything. The correct procedure is for them to report it to their immediate supervisor, who is their officer. If they opt not to do that then they can go to CAL-OSHA, or wherever else they want. There are procedures in place. I think what he does is a disservice to the men and women of this Department when he makes unfounded accusations like this before the Commission, and it goes out in the minutes. Like I said, I don't know whether it is to divert attention away from other matters or what is ...

Acting President Roff asked a question about a report or a claim to OSHA, when was that made? Mr. Darmanin responded that the OSHA claim referred to a complaint he filed in October, 1997, regarding the Airport. To the best of his knowledge that has been resolved, they went over and above what they could have done, and he thinks it was fantastic. He submitted a report to Assistant Deputy Chief Kalos, she's here and he was sure she could recall that report where he brought the matter of the City's fire department problem. The response he received from Assistant Deputy Chief Kalos several weeks or possibly months later was that they are well aware of the problem and they are working on it. That was nearly a year now, and the problem has not been resolved. She was my supervisor ... Acting President Roff said that you made your point ... Mr. Darmanin said she was my immediate supervisor at the time and he did follow proper policy and procedure.

4. REGULAR CALENDAR - NEW BUSINESS

C) Public Comment (Continued)

Commissioner Roeca wanted to comment in terms of timing raised in the first issue which is the suspension appeal hearing. It was scheduled and continued at one point. There is discovery going on at the request of Mr. Darmanin's counsel, this is part of the process of the delay here that is happening. I wanted that ... Mr. Darmanin said that discovery is only happening because of the 60 day time limit. If you had told us two weeks we would have been ready in two weeks. We are just using the timelines that are now available, we would have been ready to roll the next if you ...

Commissioner Roeca replied that the Commission is working with your (Mr. Darmanin's) counsel.

4. REGULAR CALENDAR - NEW BUSINESS

D) Meritorious Awards

Submitted for adoption recommendations of the Merit Advisory Board and Chief of Department for meritorious actions performed by Officers and Members of the Department and Civilians from June 7, 1997 through February 13, 1998.

a. Uniformed Members

RECIPIENT	RANK/COMPANY	DATE	AWARD
Daniel A. Gracia	FF Off Duty-Rescue #1	06-07-97	Cert. of Com.
Anthony D. Branchcomb	FF Engine 13	07-02-97	Class C
Terry W. Smerdel	FF Engine 17	08-09-97	Ltr. of Com.
Anthony W. Rivera	FF Rescue Squad #2	08-22-97	Class B
Stephen T. Freeman	Capt. Rescue Squad #2	08-22-97	Class C
Britton L. Smith	FF Rescue Squad #2	08-22-97	Unit Citation
Mark S. Castagnola	FF Rescue Squad #1	09-02-97	Ltr. of Com.
	FF Rescue Squad #1	09-02-97	Ltr. of Com.
	Rescue Squad #1	09-02-97	Unit Citation
	Battalion 1	09-02-97	Unit Citation
James R. Hentz	LT Engine 34	10-11-97	Class C
Steven L. Miller	FF Engine 34	10-11-97	Class C
Dennis W. Sullivan	T/LT Rescue Squad #2	10-19-97	Class A
William Linney	FF Rescue Squad #2	10-19-97	Class B
Jerry D. Mifsud	FF Truck 3	10-19-97	Class C
Jose L. Ramirez	FF Truck 3	10-19-97	Cert. of Com.
Thomas R. Gorman	FF Truck 7	10-26-97	Ltr. of Com.
Douglas A. Dryden	FF Engine 18	12-01-97	Ltr. of Com.
Michele E. Li	FF Engine 44	12-07-97	Lt. of Com.
Terence M. O'Sullivan	FF Engine 44	12-07-97	Ltr. of Com.
Frederick M. Salan	FF Engine 28	12-13-97	Cert. of Com.
Milton Yuen	INSP Bur. of Fire Prev.	12-24-97	Ltr. of Com.
	Engine 22	01-18-98	Unit Ltr. of Com.
	Truck 12	01-18-98	Unit Ltr. of Com.
Michael R. Kelly	FF Airport 2	01-19-98	Ltr. of Com.
	Engine 3	02-13-98	Unit Ltr. of Com.
	Truck 3	02-13-98	Unit Ltr. of Com.
	Truck 5	02-13-98	Unit Ltr. of Com.
	Battalion 5	02-13-98	Unit Ltr. of Com.
	Battalion 2	02-13-98	Unit Ltr. of Com.

4. REGULAR CALENDAR - NEW BUSINESS

D) Meritorious Awards (continued)

b. Civilians

RECIPIENT	RANK/COMPANY	DATE	AWARD
Marshal Isaacs	M.D. E.M.S.	10-11-97	Ltr. of Com.

Commissioner Soulis moved, seconded by Commissioner Roeca. There were no questions or discussion and the meritorious awards were adopted on recommendation of the Merit Advisory Board and the Chief of Department.

5. CLOSED SESSION

The Fire Commission met in closed session with the City Attorney pursuant to the State of California Government Code, Section 54956.9. Pending Litigation (a), to discuss the matter of the USA vs. CCSF, et al. (USDC No. C 84-7089 MHP).
6:29-6:45 p.m.

No action was taken.

There being no further business to come before the Commission, the meeting was adjourned at 6:46 p.m.

Raymond G. Connors
Secretary

JOURNAL OF PROCEEDINGS

(MINUTES)

FIRE COMMISSION

Regular Meeting - Thursday - July 9, 1998 - 6:00 p.m.
260 Golden Gate Avenue - Room 201

DOCUMENTS DEPT.

AUG 11 1998

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ITEM
NO.

1. On Roll Call, the following were noted present:

President Rosemarie Fernandez-Pifer
Vice President Hadley R. Roff
Commissioner Stephen A. Nakajo
Commissioner Russell S. Roeca

Commissioner Ted N. Soulis was excused for business reasons.

Robert L. Demmons
Harold E. Gamble
Patrick W. White
Lorrie A. Kalos

- Chief of Department
- Deputy Chief - Operations
- Deputy Chief - Administration (Acting)
- Assistant Deputy Chief - Support Services

Chief Officers - Staff:

Note: Capt. Michael McKinley represented T/Asst. Chief Joseph A. Asaro (Training)

Chief Officers - Firefighting Service:

Paul J. Tabacco
Gary L. Musante
Franklin H. Dunn
Richard C. Shortall

- Division 1
- Division 2
- Division 3 (Acting)
- Emergency Medical Services

2. Adoption of the minutes of the Regular Meeting of June 11, 1998, and the Special Meeting of June 8, 1998.

Vice President Roff moved and Commissioner Roeca seconded. There were no questions or discussion and the minutes were adopted as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "F") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A) Military Leave

Submitting for adoption application from one member for Military Leave of Absence with pay, in order to comply with Military Orders received from his commanding officer:

	<u>Rank</u>	<u>Dates</u>	<u>Days</u>	<u>Military Organization</u>	<u>Purpose</u>
Driscoll, Joseph	H20	07-06-98	13	US Army Res.	Attend Annual
Master Sgt. E-8	LT	thru 07-18-98		Ft. Bragg, NC	Training

B) Retirement (Correction)

Reporting that Alfred Silvestri, Captain, BFI, has changed his retirement date from June 20, 1998, to July 2, 1998.
(Item 3B - Fire Commission Minutes 06-25-98.)

C) Monthly Report - Training

Submitting monthly report from Division of Training for June, 1998.

3. CONSENT CALENDAR

D) Accidents

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

	<u>Accident No.</u>	<u>Date</u>	<u>Serial No.</u>	<u>Category</u>	<u>Recommendation</u>
B.F.P. Off: Lt. Mario Ballard	97-8-233	05-28-98	017	C	File
Cause: Misjudged clearance - BFP vehicle was proceeding down Oak Street when it rear ended an automobile that stopped suddenly					
EMS RC 3 Off: Paramedic Capt. Brett Powell	97-8-234	05-30-98	918	B	Bill
Cause: Rear end collision - RC 3 was proceeding on San Bruno Avenue when it was struck from behind					
Engine 24 Off: Lt. Samson Lai; Drv: FF Todd Prakin	97-8-235	05-24-98	518	A	File
Cause: Misjudged clearance - Eng 24, while exiting quarters, struck the station's door jam buttress					
Engine 38 Off: Capt. Armanda Mayorga; Drv: FF Christina Hijjawi	97-8-236	06-03-98	576	B	Bill
Cause: Eng 38 was stopped at Larkin Street when a truck backed into Eng 38					
Engine 41 Off: Lt. Brian Brady; Drv: FF Gerald McMahon	97-8-237	06-05-98	511	A	File
Cause: Misjudged clearance - Eng 41 while turning left, struck a vehicle which had stopped in the middle lane					
Battalion 2 Off: B/C James Barden; Drv: T/CA Paul Urquiaga	97-8-238	06-07-98	911	B	Bill
Cause: Batt 2, while enroute to Station 13, was struck by an automobile which failed to stop at a red light					

3. CONSENT CALENDAR

D) Accidents (Continued)

Engine 12 97-8-239 06-05-98 593 B Bill
Off: Lt. Charles Schafer; Drv: FF Joseph Sullivan

Cause: Eng 12 was parked when a Muni LRV, while making
 a turn, struck Eng 12

Engine 32 97-8-240 06-10-98 584 B Bill
Off: Lt. John Forbes; Drv: FF Natalie Hernandez

Cause: Backing up - Eng 32 was stopped at an intersection;
 a passing car stopped, then backed into Eng 32 as
 the driver attempted to converse with a firefighter

Engine 1 97-8-241 06-10-98 501 A File
Off: T/Lt. Victor Hurtado; Drv: FF Richard Stevens

Cause: Misjudged clearance - Eng 1, while backing into
 quarters, grazed the apparatus door

Note:

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

E) Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries, May 30 through June 12, 1998.

3. CONSENT CALENDAR

F) Temporary Appointments

Reporting having made 300 temporary appointments May 30 through June 12, 1998.

Vice President Roff moved and Commissioner Roeca seconded. There were no questions or discussion and Items "A" through "F" on the Consent Calendar were adopted or ordered filed as appropriate.

F) Temporary Appointments (Continued)

Report having made 300 temporary appointments during Payroll Period
May 30 through June 12, 1998.

NAME	Present RANK	Higher RANK	NO.OF DAYS WORKED	DATES
WHITE PATRICK	0050	0150	10	06/01/98 06/12/98
ASARO JOSEPH	0040	0050	10	06/01/98 06/12/98
BARBANO MARK J	0040	0050	2	06/09/98 06/10/98
BARBANO MARK J	0040	0050	1	05/30/98 05/30/98
BOUDOURES ROBERT G	0040	0050	2	06/02/98 06/03/98
BOUDOURES ROBERT G	0040	0050	2	05/30/98 05/31/98
BRACCO RICHARD D	0040	0050	6	06/05/98 06/12/98
BRACCO RICHARD D	0040	0050	2	05/30/98 05/31/98
CARDINALE FRANK	0040	0050	2	05/31/98 06/01/98
FRISELLA DAVID A	0040	0050	9	05/30/98 06/11/98
HABERLIN DAVID A	0040	0050	7	05/31/98 06/12/98
JONES PAUL D	0040	0050	4	06/02/98 06/06/98
SANCHEZ FREDERICO	0040	0050	2	06/09/98 06/10/98
THUESEN ALBERT L	0040	0050	1	06/12/98 06/12/98
THUESEN ALBERT L	0040	0050	2	05/31/98 06/01/98
TRACEY JAMES M	0040	0050	1	05/30/98 05/30/98
BENNETT ROD L	0030	0040	2	06/02/98 06/03/98
BENNETT ROD L	0030	0040	2	06/05/98 06/06/98
BENNETT ROD L	0030	0040	2	06/11/98 06/12/98
BONNEL MICHAEL	0030	0040	4	05/30/98 06/06/98
CAREY WILLIAM G	0030	0040	2	06/09/98 06/10/98
GARCIA PHILIP F	0030	0040	2	06/10/98 06/11/98
GARCIA PHILIP F	0030	0040	3	05/30/98 06/05/98
GOODIN DOUGLAS L	0030	0040	9	05/31/98 06/12/98
HAYES WHITE JOANNE	0030	0040	8	06/01/98 06/11/98
KEARNEY MICHAEL S	0030	0040	2	06/10/98 06/11/98
KEARNEY MICHAEL S	0030	0040	2	06/04/98 06/05/98
KEARNEY MICHAEL S	0030	0040	2	06/01/98 06/02/98
KEARNEY MICHAEL S	0030	0040	1	05/30/98 05/30/98
KELBER PHILIP S	0030	0040	6	06/02/98 06/12/98
MASSETANI GARY	0030	0040	9	06/01/98 06/12/98
MCLAUGHLIN PATRICK	0030	0040	4	05/31/98 06/04/98
NOLAN VINCENT J	0030	0040	8	05/30/98 06/09/98
ODONELL EDWARD JR	0030	0040	1	06/09/98 06/09/98
ODONELL EDWARD JR	0030	0040	2	06/05/98 06/06/98
PAGAN VICTOR A	0030	0040	9	05/31/98 06/12/98
ROYBAL PETER D	0030	0040	9	05/31/98 06/12/98
SERAFINI WILLIAM F	0030	0040	2	05/30/98 05/31/98
TOMASELLO RAYMOND	0030	0040	4	06/07/98 06/11/98

3. CONSENT CALENDAR

F) Temporary Appointments (Continued)

FARRIS KENNETH	0030	0039	10	06/01/98	06/12/98
KOCHEVAR RICHARD	0030	0039	8	06/01/98	06/11/98
RYAN THOMAS	0030	0039	10	06/01/98	06/12/98
AHUMADA MICHAEL R	0020	0030	7	05/31/98	06/12/98
BARAONA EUGENE A	0020	0030	8	05/30/98	06/12/98
BARTELS WILLIAM	0020	0030	2	06/07/98	06/08/98
BONNIE WM SCOTLAND	0020	0030	7	05/30/98	06/11/98
CARROLL DAVID A	0020	0030	6	05/30/98	06/06/98
COBO MATIAS	0020	0030	2	06/05/98	06/06/98
CUNNIE MICHAEL J	0020	0030	8	05/30/98	06/09/98
DITO RAYMOND E	0020	0030	2	05/30/98	06/01/98
ERLER RUDOLPH	0020	0030	4	06/08/98	06/12/98
FLAHERTY STEPHEN A	0020	0030	2	06/08/98	06/09/98
FORBES JOHN J III	0020	0030	3	06/06/98	06/12/98
FREDIANI DONALD L	0020	0030	9	05/30/98	06/11/98
FUHRMAN PAUL	0020	0030	2	06/06/98	06/07/98
GALLEGOS THOMAS M	0020	0030	4	06/08/98	06/12/98
GARCIA GEORGE H JR	0020	0030	5	05/30/98	06/05/98
GARRY KEVIN J	0020	0030	2	06/10/98	06/11/98
GARRY KEVIN J	0020	0030	1	05/30/98	05/30/98
GRIFFIN JAMES W	0020	0030	4	05/30/98	06/06/98
GUTIERREZ RICHARD	0020	0030	8	06/02/98	06/12/98
HANSEN JERRY E	0020	0030	3	06/09/98	06/12/98
HARRINGTON JAMES P	0020	0030	6	05/31/98	06/10/98
JEBE HENRY H III	0020	0030	4	06/03/98	06/10/98
JONES WINONA M	0020	0030	2	05/30/98	05/31/98
KAWAGUCHI TODD L	0020	0030	5	05/30/98	06/08/98
KELLY THOMAS	0020	0030	4	05/31/98	06/07/98
KING ALEXANDER M	0020	0030	4	06/02/98	06/06/98
KUBEL DENNIS	0020	0030	2	06/03/98	06/04/98
LANDIVAR WILLIAM G	0020	0030	7	05/30/98	06/12/98
LEONARD ALLAN J	0020	0030	9	05/31/98	06/12/98
LIGGINS EDWARD JR	0020	0030	7	05/30/98	06/08/98
MCKEON JOSEPH B	0020	0030	8	05/30/98	06/12/98
MILLARD TERRY	0020	0030	6	05/30/98	06/12/98
MOLINARI ROBERT M	0020	0030	2	06/09/98	06/10/98
MORINO FRANK	0020	0030	2	06/03/98	06/04/98
MURRAY THOMAS E	0020	0030	1	06/12/98	06/12/98
MURRAY THOMAS E	0020	0030	2	06/06/98	06/07/98
OCONNOR JAMES	0020	0030	4	05/31/98	06/04/98
OLLER ROBERT	0020	0030	2	06/10/98	06/11/98
PLESCIA MATTHEW V	0020	0030	2	06/11/98	06/12/98
ROBINSON RICHARD	0020	0030	2	06/07/98	06/08/98
ROBINSON RICHARD	0020	0030	1	05/30/98	05/30/98
SMITH STEPHEN C	0020	0030	4	05/31/98	06/10/98
SOULE ANTHONY P	0020	0030	5	05/31/98	06/12/98
STEWART GREGORY	0020	0030	2	06/05/98	06/06/98
WALSH FREDERICK C	0020	0030	2	06/11/98	06/12/98

F) Temporary Appointments (Continued)

CASTELLANOS RUDOLPH	0020	0028	10	06/01/98	06/12/98
DEA EDMUND	0020	0028	10	06/01/98	06/12/98
FIELDS MONICA	0020	0028	10	06/01/98	06/12/98
HALE REX	0020	0028	10	06/01/98	06/12/98
HIGGINS JOSEPH	0020	0028	10	06/01/98	06/12/98
JONES GREGORY	0020	0028	10	06/01/98	06/12/98
LABRADO RUDOLPH	0020	0028	9	06/01/98	06/11/98
MARTIN DON	0020	0028	10	06/01/98	06/12/98
MCGREGOR RAEMONA	0020	0028	9	06/01/98	06/12/98
WILSON JOSEPH	0020	0028	5	06/01/98	06/05/98
CAMPBELL EDWARD	0010	0020	10	06/01/98	06/12/98
CHAN WING CHUNG	0010	0020	8	05/30/98	06/12/98
GRIFFEY NIKKI P	0010	0020	6	05/30/98	06/12/98
MORRISON JOSEPH	0010	0020	6	06/02/98	06/12/98
OWYANG GREGORY	0010	0020	8	06/01/98	06/11/98
STEINHOFF LESLIE C	0010	0020	8	05/30/98	06/09/98
ABBOTT THOMAS FRANCIS	0002	0020	7	05/30/98	06/08/98
AGIUS FRANK	0002	0020	1	06/05/98	06/05/98
BACCIOCCO LOUIS F	0002	0020	6	05/30/98	06/09/98
BAILON THOMAS	0002	0020	2	06/10/98	06/11/98
BALMY ALEC MICHAEL	0002	0020	8	05/30/98	06/12/98
BARNES CARL	0002	0020	2	06/10/98	06/11/98
BECKERLEY JOHN G	0002	0020	8	05/30/98	06/12/98
BLACKBURN ROBERT G	0002	0020	5	05/30/98	06/11/98
BLAKE RICHARD	0002	0020	2	06/06/98	06/07/98
BONAL FRANK	0002	0020	2	05/30/98	05/31/98
BOTELHO ERIC	0002	0020	4	05/31/98	06/07/98
BUDDINGTON PATRICK	0002	0020	2	05/30/98	05/31/98
BUSALACCHI RICHARD	0002	0020	9	05/31/98	06/12/98
CALKIN ELBERT R	0002	0020	4	06/05/98	06/06/98
CALLEN TIMOTHY J	0002	0020	8	06/01/98	06/11/98
CALZOLAI FRANCO S	0002	0020	8	05/30/98	06/09/98
CARTER THEODORE	0002	0020	2	06/11/98	06/10/98
CASTELAN MICHAEL	0002	0020	5	05/30/98	06/07/98
CHARLTON MICHAEL B	0002	0020	8	05/30/98	06/12/98
CHRISTOBAL CLYDE M	0002	0020	9	05/31/98	06/12/98
CLARK WILLIAM	0002	0020	9	05/30/98	06/11/98
COTTRELL PETER	0002	0020	2	05/31/98	06/01/98
CRISPEN DEAN MATHEW	0002	0020	1	06/12/98	05/11/98
CRISPEN DEAN MATHEW	0002	0020	2	06/06/98	06/07/98
DELANE MICHAEL W	0002	0020	6	05/31/98	06/07/98
DICKERSON WILLIAM	0002	0020	2	06/03/98	06/04/98
DILUZIO JOHN A	0002	0020	2	06/03/98	06/04/98
DUNN GERALD	0002	0020	2	06/10/98	06/11/98
ENGLER GERALD	0002	0020	4	06/04/98	06/09/98

3. CONSENT CALENDAR

F) Temporary Appointments (Continued)

FALLS GARY J	0002	0020	5	06/04/98	06/10/98
GISSLER JACK	0002	0020	7	06/03/98	06/12/98
GOGGIN DONALD JAMES	0002	0020	8	06/02/98	06/12/98
GRIMESEY PATRICK E	0002	0020	4	06/02/98	06/12/98
GUAJARDO RUDY	0002	0020	1	06/12/98	06/12/98
HALL DEBORAH	0002	0020	4	05/31/98	06/07/98
HALLGREN CHARLES	0002	0020	2	06/06/98	06/07/98
HANAVAN WILLIAM	0002	0020	2	06/11/98	06/12/98
HESTER JOHN W	0002	0020	6	06/05/98	06/12/98
HICKEY JOHN ANDREW	0002	0020	5	05/31/98	06/12/98
HILL STEVEN	0002	0020	2	06/01/98	06/02/98
HOGAN WILLIAM D	0002	0020	6	05/30/98	06/06/98
HUNTER DARRYL	0002	0020	8	06/01/98	06/11/98
HUPKE KENNETH W	0002	0020	2	06/07/98	06/08/98
HURTADO VICTOR GABRIEL	0002	0020	7	05/30/98	06/11/98
JOHNSON DAVID ALAN	0002	0020	2	05/31/98	06/01/98
JONES KENNETH R	0002	0020	7	06/03/98	06/12/98
KANNISTO RICHARD A	0002	0020	5	05/30/98	06/11/98
KELLER JAMES	0002	0020	2	06/03/98	06/04/98
KEOHANE JERRY	0002	0020	4	06/05/98	06/09/98
KING JOSEPH L	0002	0020	5	05/30/98	06/05/98
KNIGHT ROHAN	0002	0020	4	06/07/98	06/11/98
KNIGHT ROHAN	0002	0020	1	05/30/98	05/30/98
LAU KERBY	0002	0020	9	05/30/98	06/11/98
LEE SONNY JAK	0002	0020	2	06/10/98	06/11/98
LUNDIE KENNETH	0002	0020	1	05/31/98	05/31/98
MAGNUSEN LONNIE H	0002	0020	4	06/07/98	06/11/98
MAGNUSEN LONNIE H	0002	0020	1	05/30/98	05/30/98
MCELHENNEY KATHLEEN	0002	0020	2	06/10/98	06/11/98
MCHUGH PAUL M	0002	0020	4	05/31/98	06/10/98
MCPARTLAN STEPHEN	0002	0020	2	06/06/98	06/07/98
MERRILL CLIFTON D	0002	0020	1	05/30/98	05/30/98
MEYER FRED	0002	0020	2	06/11/98	06/12/98
MIELKE ROBERT T	0002	0020	5	05/30/98	06/05/98
MOY EDWARD BENJAMIN	0002	0020	5	06/03/98	06/12/98
MULHAIR LESLIE K	0002	0020	10	05/30/98	06/12/98
MUNIZ ROBERT P	0002	0020	2	05/30/98	05/31/98
OLEARY MICHAEL E	0002	0020	2	06/01/98	06/02/98
OSHEA JOHN P	0002	0020	4	05/30/98	06/03/98
OSULLIVAN KEVIN EDWARD	0002	0020	6	05/31/98	06/07/98
PARENT JOHN C	0002	0020	5	05/31/98	06/11/98
PATT MICHAEL DONALD	0002	0020	8	05/31/98	06/09/98
PEREZ VINCENT	0002	0020	8	05/30/98	06/12/98
POSTEL ROBERT FREDERICK	0002	0020	6	05/31/98	06/10/98
PRUYN RONALD C	0002	0020	9	05/30/98	06/11/98
PUMPHREY ZACHARY WILLIAMS	0002	0020	7	05/30/98	06/08/98
RABBITT BRIAN P	0002	0020	6	06/02/98	06/12/98
REY BRAD LAWRENCE	0002	0020	6	05/30/98	06/12/98
RITTER DAVID	0002	0020	2	06/06/98	06/07/98

F) Temporary Appointments (Continued)

ROMERO SAMUEL	0002	0020	4	06/03/98	06/10/98
RUSSELL DAVID EDWARD	0002	0020	3	06/06/98	06/12/98
SCHRIK JAMES	0002	0020	2	05/30/98	05/31/98
SERPA ANTHONY J	0002	0020	5	05/31/98	06/12/98
SEYLER JEANNE MARIE	0002	0020	4	05/31/98	06/10/98
SIMPSON GREGORY	0002	0020	2	05/30/98	05/31/98
SLATTERY RICHARD	0002	0020	4	06/08/98	06/12/98
STEVENS PHILIP	0002	0020	8	05/30/98	06/12/98
STORTI WILLIAM	0002	0020	2	05/31/98	06/01/98
SULLIVAN DANIEL A	0002	0020	4	06/03/98	06/10/98
SULLIVAN DENNIS	0002	0020	9	05/30/98	06/11/98
TUIASOSOPO JOHN MISIATA	0002	0020	6	06/05/98	06/12/98
UGRIN LEAL	0002	0020	2	06/03/98	06/04/98
URQUIAGA PAUL THOMAS	0002	0020	5	05/30/98	06/05/98
VELO JOSE L	0002	0020	9	05/31/98	06/12/98
WEST ANTHONY	0002	0020	2	06/10/98	06/11/98
WETTELAND PATRICK	0002	0020	1	05/31/98	05/31/98
WIESSLER STEVEN	0002	0020	5	05/30/98	06/08/98
WINSLOW ROBERT	0002	0020	8	06/02/98	06/12/98
WONG MIKE JAMES	0002	0020	8	05/30/98	06/09/98
WONG SUEON F	0002	0020	6	05/30/98	06/09/98
WYRSCH GREGORY LANCE	0002	0020	7	05/30/98	06/08/98
WYRSCH VICTOR HERMAN	0002	0020	7	06/03/98	06/12/98
WONG BARRY	0002	0020	2	05/30/98	05/31/98
WONG WILLIAM	0002	0020	2	06/09/98	06/10/98
ZOUZOUNIS DENNIS J	0002	0020	4	05/31/98	06/04/98
ZOUZOUNIS DENNIS J	0002	0020	2	05/04/98	05/05/98
AMITUANAI DAVID E	0002	0010	2	06/06/98	06/07/98
BIAGINI DANIEL J	0002	0010	5	05/30/98	06/05/98
CARDINALE KATHRYN M C	0002	0010	6	05/30/98	06/09/98
CUDDY MICHAEL P	0002	0010	2	05/08/98	05/09/98
FERGUSON CHAUNCEY JOSEPH	0002	0010	2	05/12/98	05/13/98
FOCHA FRANCES	0002	0010	2	05/11/98	05/12/98
GALLEGOS PAUL ROLAND	0002	0010	2	05/08/98	05/09/98
GRIMESEY PATRICK E	0002	0010	2	05/03/98	05/04/98
GUTTMAN JOSEPH	0002	0010	2	05/02/98	05/03/98
HALL JAMES NMI	0002	0010	4	05/09/98	05/13/98
HIGGINS PATRICK BERNARD	0002	0010	2	05/12/98	05/13/98
HIGGINS PATRICK BERNARD	0002	0010	2	05/06/98	05/07/98
KASHIMA KP NAKIA	0002	0010	1	05/03/98	05/03/98
KIMBALL JAMES R	0002	0010	2	05/02/98	05/03/98
KRAMER KEVIN FRANCIS	0002	0010	2	05/02/98	05/03/98
LERMA MELISSA MARIE	0002	0010	4	05/05/98	05/12/98
MCDILL ROBERT G	0002	0010	2	05/09/98	05/10/98
NORRIS DAVID F	0002	0010	1	05/04/98	05/04/98
PEOPLES DONALD WAYNE	0002	0010	2	05/07/98	05/08/98
WONG JEFFREY NMN	0002	0010	4	05/07/98	05/11/98

3. CONSENT CALENDAR

F) Temporary Appointments (Continued)

ALLEN NANCY	0002	0001	2	06/02/98	06/03/98
BIRKHOFF ANDREW	0002	0001	3	05/30/98	06/02/98
CABA NORMAN	0002	0001	2	06/06/98	06/07/98
LAFFERTY WILLIAM	0002	0001	2	06/10/98	06/11/98
LAFFERTY WILLIAM	0002	0001	1	05/30/98	05/30/98
DRABBLE DAVID	0001	0033	2	05/11/98	05/12/98
HARDCASTLE STEVEN	0001	0033	2	05/14/98	05/15/98
LEONARD PETER	0001	0033	4	05/05/98	05/09/98
JUAREZ FERNANDO	0002	0018	10	06/01/98	06/12/98
JOE AL	0010	0016	8	06/02/98	06/12/98
ALBOFF GEORGE	0006	0024	8	06/01/98	06/12/98
CARDER MARY	0002	0006	8	05/30/98	06/09/98
MCGUINN MARTY	0002	0006	7	05/30/98	06/11/98
SCANNELL JOSEPH	0002	0006	9	05/31/98	06/12/98
THOMAS JENNIFER	0010	0006	8	05/30/98	06/12/98
VEGA PAUL	0010	0006	6	05/30/98	06/11/98
ARMADA ARISTON	0022	0032	8	06/01/98	06/12/98
CEREGHINO KENNETH	0022	0032	8	06/02/98	06/12/98
LI ERNEST	0022	0032	8	06/01/98	06/11/98
BRAIDA MICHAEL	0004	0022	7	06/03/98	06/12/98
CORREA ANTONIO	0004	0022	8	06/02/98	06/12/98
GRAFF JOSEPH	0004	0022	6	06/02/98	06/10/98
SCHEMBRI PETER	0006	0022	6	06/01/98	06/12/98
GUITRON BRUCE	0002	0004	8	06/01/98	06/12/98
HONG CLIFTON	0002	0004	7	06/01/98	06/12/98
PIOMBO JOHN	0002	0004	7	06/02/98	06/11/98
ZARI GERALD	0002	0004	8	06/01/98	06/11/98
DISABILITY PAY					
MORAN MICHAEL	0040	0050	14	05/30/98	06/12/98
CERCOS JOHN	0030	0040	14	05/30/98	06/12/98
GEE EDWARD N	0030	0040	1	06/12/98	06/12/98
RONAN JOHN	0030	0040	14	05/30/98	06/12/98
SMITH STEPHEN	0002	0020	2	06/11/98	06/12/98
WAGNER BRUCE	0020	0030	14	05/30/98	06/12/98

F) Temporary Appointments (Continued)

SILVESTRI ALFRED J	0024	0032	14	05/30/98	06/12/98
DEMARTINI GEORGE	0020	0028	14	05/30/98	06/12/98
JONES MICHAEL	0020	0028	14	05/30/98	06/12/98
DUNN GERALD	0002	0020	11	05/30/98	06/09/98
GALLAGHER PETER	0002	0020	14	05/30/98	06/12/98
HILL STEVEN	0002	0020	10	06/03/98	06/12/98
AUSTIN KATHY	0002	0010	14	05/30/98	06/12/98
JOHNSON DAVID	0002	0010	9	06/04/98	06/12/98
KASHIMA KP NAKIA	0002	0010	11	05/30/98	06/09/98
URQUIAGA PAUL	0002	0010	4	06/09/98	06/12/98

DISABILITY PAY OMITTED FROM PAY PERIOD ENDING 05/29/98.

JONES MICHAEL	0020	0028	9	05/21/98	05/29/98
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DISABILITY PAY OMITTED FROM PAY PERIOD ENDING 05/15/98.

GALLAGHER PETER	0002	0020	3	05/13/98	05/15/98
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4. REGULAR CALENOAR - NEW BUSINESS

A) Letters of Commendation

Submitted nine letters commending members of the Department for response to requests for assistance or emergencies, or training.

President Fernandez-Pifer directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

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Department of Trade and Development
Director's Office
50 W. Gay Street
Columbus, OH 43215-9040

June 16, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

My wife and I wish to thank the fire team serving on Truck No. 10, the early evening of April 30, 1998. The team members were: Lieutenant William Koenig, Firefighters Diane Figari, James Reidy, Keith Sever and John Staudt.

There was an electrical power failure at Broadway and Van Ness Avenue, San Francisco, where the Broadway Manor Inn is located. My wife and I were stranded between floors on the motel's elevator. The members of your Department kept in constant contact with us. The team showed good judgment in removing the outer doors of the elevator to extricate us rather than damaging the entire elevator. They were always cognizant of our well-being and safety, and I think you should be commended for having such fine members of your Department.

As a public official, I know only too well that we are often criticized by the general public, and very seldom commended. The efforts of your team are greatly appreciated and my wife and I felt you should know.

Sincerely,

/s/ GEORGE J. ARNOLD
Director

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A) Letters of Commendation (Continued)

The Episcopal Church of
 Saint Mary the Virgin
 2325 Union Street
 San Francisco, California 94123

June 16, 1998

Chief Robert L. Demmons
 San Francisco Fire Department
 260 Golden Gate Avenue
 San Francisco, CA 94102

Dear Chief Demmons:

Our 108-year-old church and our congregation went through a traumatic few hours in the early morning of June 10 when, according to the conclusion of the Arson Task Force, someone deliberately set fire to it.

We count ourselves fortunate, however, that your Fire Department came on the scene very quickly. Under the leadership of Captain Douglas Goodin, the firefighters got the conflagration under control in short order and damage was kept to a minimum. It was truly a professional performance.

We also had the help of Investigator John Ford of the Arson Task Force, while the Police Department sent a squad car and the PGandE an emergency service man. We appreciated the attention of everyone.

We are in the midst of cleaning up and rebuilding. Thank you very much for your help and for being there for us.

With kind regards.

Gratefully yours,

/s/ THE REV. RICHARD P. FOWLER
 Rector & Senior Pastor

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4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

To : Hon. Willie L. Brown, Jr.
Mayor of San Francisco

May 27, 1998

From: Bruce Eng

Re : 19th Avenue Explosion and Fire

Dear Mayor Brown:

I would like to applaud the great responsive teamwork of the San Francisco Fire Department, Police Department and others during the house explosion and fire on Saturday, May 16, 1998.

We live at 16th and Irving, a few blocks away from the disaster and we were eating dinner at the time of the explosion. Our whole house violently shook from the blast. It seemed in less than a minute of the blast, the fire engines sprang from the firehouse at 16th and Irving. I doubt that anyone had time to call the firehouse; I imagine that the firehouse staff also heard and felt the massive explosion and instinctively knew something terrible had happened and started readying themselves as soon as the blast occurred.

My family and I soon walked over to 19th Avenue and witnessed the magnitude of the situation. Three houses were on fire, the center one already collapsed. Flames were shooting high in the air, fanned by the wind from the ocean. It looked as if the complete block might be at risk of going up in flames and no one knew if there would be any more explosions.

As I looked around the immediate and surrounding streets, I could see the emergency services battling the blaze and also professionally controlling the traffic and crowds. The emergency services staff were amazingly cool and purposeful. After seeing this disaster firsthand, I now realize that the "close up shots" of TV coverage often leaves out the numerous others who are working outside of the news camera's angle that are also key to trying to control a disaster.

Kudos to all the city staff who were involved in minimizing this tragedy.

/s/ BRUCE ENG

1032 Irving Street, #727
San Francisco, CA 94122

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Sheridan Elementary School
431 Capitol Avenue
San Francisco, California 94112

June 10, 1998

Memorandum

To: Chief Robert L. Demmons
From: Sheridan School Staff & Students
Re: Firefighter Edward Cummings

We wish to bring to your attention the great selfless service that was rendered to our school all year long by Firefighter Ed Cummings.

Firefighter Cummings is an asset to our children. He is here on most of his off days to help our students with reading, math and art as well as counseling them. He goes on field trips with the classes and assist the teachers in any and all ways that he can.

Firefighter Cummings is an excellent artist and uses his talent to help beautify our building. He paints and put up scenery for performances, makes banners, makes panels for quilts as well as other artistic projects.

Firefighter Cummings was honored on May 21 by the San Francisco School Volunteers as one of four outstanding volunteers in the City. We are looking forward to having him with us next year. The integrity and assistance we receive from the firefighters at Sheridan is greatly appreciated.

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Aman Environmental Construction, Inc.
221 Main Street, Suite 600
San Francisco, California 94105

Chief Fred Lau
San Francisco Police Department
850 Bryant Street
San Francisco, CA 94103

June 17, 1998

Dear Chief Lau:

On behalf of Aman Environmental Construction, Inc., I would like to extend my personal thanks to you and your department for your assistance during the implosion of the Geneva Towers Apartments. A project of this caliber requires the cooperation of many agencies. At times, coordination between the contractor and various agencies can be difficult at best. I have dealt with numerous departments throughout the country and can honestly say that the San Francisco Police Department and San Francisco Fire Department are two of the most well organized, efficient departments I have dealt with to date. I recently returned from a business trip to Seattle, where I offered your department as an example of "how it's done." All your officers were outstanding and they certainly made my job easier. Again, please extend my gratitude to all those involved, and I look forward to working together again in the near future.

Sincerely,

/s/ RICH RIGGS
Operations Manager

* * * * *

UCSF Stanford Health Care
UCSF/Mount Zion Medical Center

June 18, 1998

Dear Chief Demmons:

Thank you for sending Firefighter Fernando Juarez and Fire Safety Inspector Milton Yuen to do a staff training on fire safety for the staff at the Breast Care Center. Both gentlemen were thorough in their presentation. The staff feel they truly benefitted from the training and are now better prepared should they ever encounter a fire. Additionally, the fire prevention information was also helpful and inspired the staff to look at their homes more carefully so they can prevent a fire.

Sincerely,

/s/ LAUREL BRAY-HANIN
Practice Manager

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Child Development and Family Studies Department
1860 Hayes Street
San Francisco, California 94117

May 27, 1998

Firefighter Fernando Juarez
Bureau of Fire Prevention
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Fernando:

Thank you so much for all your help in making our SAFE KIDS Week event at Campus Child Development Center on May 6, 1998, such a success. We all really appreciate your contribution to making the day so educational and fun for our preschoolers. Thank you for arranging for the firefighters and the fire engine. Children always enjoy seeing a fire engine and being able to actually talk to a firefighter. The messages you are able to share make a special impact. I have enclosed a picture for you. I hope we can continue to work together with the San Francisco SAFE KIDS Coalition in bringing the message of fire prevention and fire safety to the children and families of San Francisco.

Sincerely,

/s/ DIANNE VELLENO
Health Educator

★ ★ ★ ★ ★ ★ ★ ★

The following unit and personnel responded to the above event:

Engine 15	Captain Kevin Gonzalves
	Firefighter Gabriel Shinn
	Firefighter Alan Hunt
	Firefighter Dennis Foster

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

The Warwick Regis
490 Geary Street
San Francisco, California 94102

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

June 24, 1998

Dear Chief Demmons:

On behalf of The Warwick Regis Hotel, I would like to thank you for having Firefighter Fernando Juarez speak to our hotel staff on the subject of Fire Safety on June 19, 1998. Firefighter Juarez did an outstanding job. His ability to relate his talk to our building equipment and his knowledge and presentation made the meeting interesting and informative.

Very truly yours,

/s/ JIM MEILANDER
Safety Officer

* * * * *

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

June 17, 1998

Dear Chief Demmons:

My wife and I recently completed the San Francisco Fire Department's Neighborhood Emergency Response Team (NERT) training. I would like to thank you for allowing your department to provide this training.

My wife and I both feel much more confident that we will not only be able to survive the "big one," but that we will be effective in helping our neighbors and our city recover. The training was informative, hands-on, and fun. The instructors were interesting and knowledgeable. Again, thank you and please pass on my gratitude to the NERT training office.

Respectfully,

/s/ RUSSELL W. THOMPSON
143 Wilson Road
San Francisco, CA 94112

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department

Submitted monthly report from Chief of Department on status of the Department Personnel, Apparatus and Equipment for June, 1998.

- a. There are 6 unfilled positions in the uniformed forces.
- b. The daily average of uniformed personnel on authorized leave was as follows:

	<u>May</u>	<u>June</u>
Vacation : Annual	27.13	20.87
IDV	7.16	8.37
Compensatory Time	4.55	4.30
Sick Leave	16.42	22.97
Disability	18.03	16.23
Military Leave	.16	.47
Light Duty	6.19	6.19
Other (LD/CTR)	<u>3.87</u>	<u>3.87</u>
Total	84.10	89.20

- c. The following Work on Days Off (Overtime) were awarded during the month of June:

0	-	H50	Assistant Chiefs, for 24 hours
11	-	H40	Battalion Chiefs, for 24 hours
29	-	H30	Captains , for 24 hours
72	-	H20	Lieutenants , for 24 hours
31	-	H10	Chief's Aides , for 24 hours
319	-	H2	Firefighters , for 24 hours

- d. The apparatus portion of this report has been delayed.

Respectfully submitted,

/s/ ROBERT L. DEMMONS
Chief of Department

Vice President Roff moved and Commissioner Nakajo seconded.
There were no questions or discussion and the monthly report of Chief of Department was adopted.

4. REGULAR CALENDAR - NEW BUSINESS

C) Personal Services Contract

Submitted for review and adoption a proposed personal services contract between the City and County of San Francisco and AAI Engineering Support, Inc., in the amount of \$2,289,355 (five years) to operate and maintain the fire fighter trainer devices at Treasure Island.

Vice President Roff moved and Commissioner Nakajo seconded.
Vice President Roff inquired if funds were in the budget for this contract.
Chief Demmons replied affirmatively.

There were no further questions or discussion and the proposed personal services contract was adopted on recommendation of Chief of Department.

D) Public Comment

John Darmanin spoke as a private citizen not as a member of the Fire Department. He noted that President Fernandez-Pifer was not here at the last meeting when he spoke. He requested any type of response to something that you stated you were going to check into - an incident occurred regarding someone from this Department who contacted his home and relayed some information that was very disturbing. It has been approximately four months now and he has never been contacted, his 16-year-old son has never been contacted, and he is curious whether or not that discussion ... for some reason omitted contacting him and his son to gather whatever information that they can supply in order for the Commission to be aware of what happened and get to the bottom of who was responsible for inappropriately contacting his home and son with information and comments about his personnel status in the fire department. That was inappropriate. This still has not happened and he was lead to believe that you (President Fernandez-Pifer) would personally take care of that. He is disappointed that it either has not been taken care of or he has not been informed of the results of whatever discussion or informal investigation you conducted in determining who was responsible and whether or not they would be held accountable. He is asking for the third or fourth time now if they have anything for him. He knows it is not going to happen again, your apology at that meeting was accepted and he appreciates that, but he was also lead to believe that it would be taken further than just the apology. There was some doubt as to whether or not it occurred by comments that were made by this administration, and that bothered him as much as the incident. He would like to put it to rest and that is not going to happen if this Commission does not contact him, either informally or formally to let him know what the results are of the formal or informal investigation. He would like to have an answer as to whether or not the Commission is going to do something, as you stated, or if you

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

are not he would like to know that too so he could stop coming before this Commission and asking. He thinks that is only minimally acceptable for him to ask and expect.

President Fernandez-Pifer thanked Mr. Darmanin for his patience, and indicated, as he knows, that she had been in and out of town on several business trips, and now that she has returned she found out that there was a call, but what was said on the call is a bit murky and she doubts we'll get real facts to what was said, but one thing that is not just in discussion, but is being worked on is a way of communicating changes in status by way of reassignment. There is a draft, I understand, that is being worked on so that in the future phone calls will not be made to a person's home. Persons who experience any change in status from an exempt position to a non-exempt position will be informed in writing. That is now being worked on by the Department so that we can avoid these kinds of incidents.

Mr. Darmanin said he appreciates that and is glad to hear that what happened to him and his family has brought about that positive change. It still leaves the unanswered question as to who was responsible for that to begin with. He thought it was very poor judgment, as he mentioned before. By your apology he thought you felt if it did occur you felt it was very poor judgment as well, otherwise the change would not have been happening and the apology not offered. He still wanted to know the answers to the questions as to who is responsible. He thinks he deserves that much, especially in light of the fact that official correspondence has come from the fire department stating that it did not occur. That really disturbs him as well as his family and the Union as well as his attorney. He would like to put the matter to rest.

President Fernandez-Pifer said that the only way the Commission can put anything of this nature to rest is by recommending the kind of changes that we will see be implemented ...

Chief Demmons commented as stated before it was reported to him that the call was made. However, there is a discrepancy in terms of what Firefighter Darmanin said transpired in that call and what the officer who made the call said. He is inclined to believe the officer, in terms of what he said without any evidence to the contrary. He thought that some of the things that were said by him (Firefighter Darmanin) have not been substantiated ... The conversation during the call has not been substantiated in terms of what Firefighter Darmanin says.

President Fernandez-Pifer said she thought the point here is that in the future there will be something in writing rather than oral communications, which often lead to a "he said, she said." We do not know exactly what took place, and she didn't think it was the business of the Commission to sift through that except

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

that it is the business of the Commission to make sure in the future that we don't get ourselves in that position. The way we are going to handle it in the future is to have a written document advising the employee of a change of status. We could be involved in an investigation that could take months and years and still not unearth actually what occurred. It will still be he said this, he said that, and we'll never know; there was no one on the phone except those two people. The best way to handle it from the Commission's standpoint is to institute a procedure ... where those kind of communications ... and that way we won't get into disputed facts as to what was said ...

Vice President Roff said it seemed clear that a written notification given sufficiently in advance of any change in status is the one way to obviate any misunderstanding ... This is something being instituted at this time. There is no way to resolve who said what to whom and overcome any misunderstanding. The thing is to eliminate the possibility of any misunderstanding in the future.

Mr. Darmanin said he agreed. That the comment Chief Demmons just made to say he believes the officer who told him that those comments were not made is insulting, once again. Chief Demmons did not speak to him about the matter. He (Firefighter Darmanin) made comments that were based on hearsay because those comments came from his 16-year-old son, who took the call. When Chief Demmons says he believes the officer that means he is saying he does not believe my son, and neither Chief Demmons nor anyone from the Fire Department has questioned his son or him. For Chief Demmons to make an irresponsible statement that the officer is the person he tends to believe, without conducting an investigation is less than professional and it is insulting. Here we are opening up the old wounds, put it to rest. He'd appreciate it. Even though it is not your responsibility as a Fire Commission to determine what was said and who said ... Unfortunately, it has been brought to your attention and something is being done to make sure it does not happen again. The fact remains it did happen, someone is responsible and Chief Demmons is making statements without the basis of an investigation. Those statements were put in writing as well, which he finds insulting. It is not right to be making those statements without an investigation of all parties ... not just the officer who committed the irresponsible act of calling his son. That's outrageous to say that he (the officer) must be telling the truth and his son is not. He takes offense to that.

Chief Demmons said he didn't talk to his (Firefighter Darmanin's) son. His comments are based on the two individuals he has heard from, Firefighter Darmanin and the officer. He has known the officer for a lot of years and he knows him to be credible. I haven't had that experience with Firefighter Darmanin.

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

President Fernandez-Pifer said that there is a dispute as to what was said, and the method of addressing it is that in the future there will be a written procedure notifying employees of a change in status.

Mr. Darmanin said his last comment was brought to the Commission on June 25th when you (President Fernandez-Pifer) were absent, it concerned the quality and safety issues of the Department's personnel protective equipment, and the fact that they do not meet OSHA standards. He is very concerned about that. Is that matter going to be taken up by the Fire Commission. If it is not he won't wait for an answer ... A comment was made by Chief Demmons that he (Firefighter Darmanin) did a disservice to the men and women of the fire department when unfounded accusations were made before the Commission and it goes out in the minutes. Firefighter Darmanin didn't think it is a disservice to bring problems regarding safety to any official body - Fire Commission or OSHA. If the situation is known to exist within the fire department - it has been known for at least ten years that he knows of - there is a major problem with turnout equipment. We have been in violation of OSHA law for quite some time. Unfortunately, it hasn't come to his immediate attention that it was so widespread until three years ago, and within the last couple of years when he was assigned to San Francisco he was given a project to look into that matter. He doesn't think it is a disservice. Anyone who has any information in this Department regarding unsafe working conditions, including equipment to bring it to the attention of his officer like he did, in writing. When you don't get a response and no action is taken, after nearly a year, he thinks it is only responsible for that person to come before the Commission. He was always told that's what this Commission was here for - to manage the fire department in case it needs some guidance. That's what he did. To tell him it is a disservice to the Department is not going to stop him, but it may stop someone else who read the minutes to come before you if he is being chastised, if the Fire Commission allows Chief Demmons to chastise him for bringing information to the Fire Commission. The Chief commented that they were unfounded accusations. OSHA investigated this Department and this is the second time this Department has been accused. The Airport has been investigated one time, the Fire Department on the whole, this is the second time. This is information he received from OSHA.

Vice President Roff said that Mr. Darmanin made the point at the last meeting that the Airport matter had been resolved. Mr. Darmanin concurred ... After several years of complaining at the Airport both within the budgetary process and through OSHA, the Airport finally got the funding to remedy the problem ... It took an OSHA investigation to finally get the money ... Safe, decontaminated turnout equipment was issued. Problem still exists in the San Francisco Fire Department. We are talking about a major cost - over \$1 million to take care of the problem immediately and hundreds of thousands of dollars to maintain equipment to avoid further citations. It is a very serious problem. Turnouts

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

are being taken to public laundromats. Those laundromats are being contaminated. It is outrageous. Firefighters when they go into homes and businesses are contaminating them because their equipment either has PCB or other toxins - fuel oil, gasoline. The fire department doesn't have an adequate way of decontaminating their turnout equipment. They have been cited and it should be corrected regardless of cost.

Vice President Roff said those were strong ... He wanted to hear a response from the Chief ... a formal response.

Chief Demmons said obviously if there is a problem to the extent that Firefighter Darmanin states, CAL-OSHA would not sit back. If he knows of a specific case where someone's home has been contaminated he thinks it is irresponsible for him to come before this Commission and make those type of accusations without proof ... Some of the things he is doing and saying follow some of the other actions he is involved in. For him to say that people's homes are being contaminated by firefighters, and make those accusations ...

Vice President Roff asked if there is any outstanding complaint or citation from OSHA?

Chief Demmons said none that he is aware of in the areas cited by Mr. Darmanin. Mr. Darmanin said that there is.

President Fernandez-Pifer asked Mr. Darmanin to explain the claim of a broader finding made by OSHA exclusive of the Airport issue.

Mr. Darmanin said that as the person who filed a claim against the Airport, he was informed by CAL-OSHA that the City's Fire Department has also been in violation in the past. Vice President Roff asked who told you. Mr. Darmanin said he was told by the investigator.

President Fernandez-Pifer asked if there was a finding issued by CAL-OSHA. Mr. Darmanin said a citation was issued, but he didn't know the date of issuance. What he understood from Mr. Ed Kukla, CAL-OSHA, the citation for San Francisco occurred before the Airport inspection. This was the second time they were called. President Fernandez-Pifer asked what happened to the first time. Mr. Darmanin said: "Nothing." It was not resolved, as told to him by Mr. Kukla, who expressed his frustration as OSHA guidelines do not allow them to enforce the law with City agencies. With private agencies they can levy fines, not so with City/State agencies. All they can do is tag them and post the citation.

President Fernandez-Pifer said her confusion was if there was this outstanding finding then another finding with respect to the Airport, would not that have

4. REGULAR CALENDAR -- NEW BUSINESS

D) Public Comment (Continued)

been the appropriate time to address the first finding that was made, if such a finding occurred.

Mr. Darmanin said he brought it to the attention of Assistant Deputy Chief Kalos in the form of a report approximately one month after he found out about it.

President Fernandez-Pifer said she didn't think he understood her question which if there were an outstanding finding wouldn't the second issue which was being addressed by CAL-OSHA at the Airport, would not that have been the appropriate time to seek a response from the fire department as to the first finding. Mr. Darmanin said that in terms of CAL-OSHA's responsibility he would say: "yes." President Fernandez-Pifer asked if she didn't think that CAL-OSHA had some kind of regulatory responsibility to notify the Department that there was an outstanding finding that had not been closed.

Mr. Darmanin said he would hope so, and maybe they have.

President Fernandez-Pifer said what you are saying is that you have been told that CAL-OSHA has this outstanding finding which has not been addressed, we have the Department's administration which says they have not been put on notice of such an outstanding violation.

Mr. Darmanin said he agreed and maybe someone should look into it. If you are asking me to do it I will.

President Fernandez-Pifer said she was not asking him. But when you come before the Commission or the Department's administration and you say there is this finding that has not been addressed it would be advisable, or helpful at least to have some dates and time and someone to substantiate what ...

Mr. Darmanin said he can appreciate President Fernandez-Pifer's comments, but he is here to let the Commission know that he knows for a fact that the fire department in San Francisco has a problem with contaminated personal protective equipment. Regardless of whether OSHA is doing its job or not, he is informing the Commission that it is a problem. If the problem is being resolved as he requested he won't take it to OSHA. If not, he will. At that time ...

Vice President Roff said he didn't quite understand, he thought it was already with OSHA. President Fernandez-Pifer said that is where the confusion is, we don't understand the point you are making. If it is already with OSHA why has it not been brought to our attention.

Mr. Darmanin said that what he understands from Mr. Kukla the Department was already cited, so they have done their job -- they investigated, they cited and they left. There is no enforcement.

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

President Fernandez-Pifer commented that apparently at the Airport there was an enforcement mechanism and the Department did respond. Mr. Darmanin said the enforcement mechanism was the posting of the citation, and that encouraged the Airport to release the funds which had been held in abeyance for over two years. This forced the Airport to purchase the equipment ... His concern is with the Fire Commission and fire department's responsibility to make sure firefighters work with safe equipment.

Vice President Roff said the Commission has a responsibility to address matters raised especially when they seem to be so fraught with the implication of a public hazard being involved - the (claim that) turnout gear is being laundered through a public facility. It seems a bit absurd and it seems that it was something that would have been addressed and there would have been a shrill warning form OSHA on that. What we probably should have is a report from the Chief as to any outstanding problems that may or may not be with OSHA.

Mr. Darmanin said that Assistant Deputy Chief Kalos did respond to this report, after several weeks, which basically said that the Department is aware of the problem and is working on it. That was the essence of the report he received from Assistant Deputy Chief Kalos. That is why he let it lay for nearly a year, nothing has happened to his knowledge to resolve the problem. His understanding from previous administrations was that it is a cost issue ... There are enough budgetary problems without having to dress up everyone in new equipment because of hazardous conditions. He doesn't think the Department has a choice based on OSHA law.

President Fernandez-Pifer thanked Mr. Darmanin and said she was sure that the Chief and staff will put together whatever is necessary for the Commission ... what the status is and the conditions.

Ms. Barbara Thomson commented that she believed Secretary Connors had forwarded an issue to the Commission which occurred during the week - the receipt of a letter sent to the Commission, which she thinks was meant to convey to the Commission her identity. Although there are several issues why this is obviously not her identity, she felt it was important to come before the Commission and make this a matter of record. A letter was written to the Commissioners that was critical, she believes, of the administration, and an attempt was made to sign the name of Barbara Thomson to it. She supposed she could be flattered that someone might think that the Commission would hear her, and she does appreciate ... (tape turned) ... she was outraged that an individual who appears to ... that it could be a member of the Department, and maybe even an officer of the Department, who would take this opportunity to bring concerns to you in this method. However, upon reflection, it became obvious to her that such an individual would fear less her attempt to see them pursued for fraud or stolen identity than they would from the retaliation or the

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

persecution, if they signed their own name, and this troubles her. Because as she said to the Commission before, she is very concerned that people feel they can't come forward in this administration, and she thinks this is a testament of her continual raising of that issue. To the individual who was attempting to get the Commission's attention she wants to say: "Do not ever again attempt to do it using her identity." If in fact, any member of this Department feels they are so persecuted that they can't self identify by signing their own name they can contact her by telephoning her at her home number which is (415) 821-4182. She will do everything she can to maintain confidentiality as well as to bring the issues to the attention of the Commission in an appropriate way, but she does not want to have her name used in this manner. She thanked the Commission, then commented that the Commission probably could read and understand that it wasn't her document, that it clearly wasn't written by her, and she was sorry that it came to the Commission. She thinks it may be best ... and this may be a time to look at the authentication of issues that come in the form of a complaint. Deputy Chief Gamble and she spoke briefly about that because she was concerned that if there was something that was forwarded that wasn't from her it would be misperceived as her writing.

Vice President Roff commented that he didn't think there was any misperception. He did take some exception to her claim about persons not willing to come forward. He thought that this Department and the members of this Department are amply, ably and strongly represented by a number of employee organizations, that are very strong and unhesitant in the expression of their views, and he has found no hesitation of members of the Department to come forward to this Commission to voice complaints, and we certainly saw witness to that a few moments ago. He thought she extrapolated a bit beyond the letter. Clearly the letter was not written by you and when the Commission saw it this afternoon it was obviously not your letter, so he wouldn't be ... he would be concerned that someone may have used the name, although the name may not be that uncommon. But to extrapolate that to say that persons are hesitant to make their ... when this Department has very capable employee representatives who are very articulate, and very positive and strong in their views ...

Ms. Thomson commented to Vice President Roff that certainly her statement was by no means an attempt to diminish the advocacy of any employee organization representatives and maybe this is some misguided member of the public, maybe it is another Barbara Thomson although she would find that odd because as you probably noticed there was no return address on the envelope. This public comment documentation certainly gives that advisory to any misguided member of the public, although she thinks it would be unusual that that would be the case but she welcomes that. She has a difference of opinion on this.

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

Commissioner Nakajo said that Vice President Roff's statement is something he believes in as well. Ms. Thomson replied that she appreciates that they have a difference of opinion, but she does not share the same one.

Adjournment - Death

President Fernandez-Pifer announced that the Fire Commission has learned with regret of the death of Firefighter Deborah Hall, a member since September, 1995. Firefighter Hall died accidentally on July 4, 1998, in Monterey, California.

She called for a moment of silence out of respect to Firefighter Hall and members of her family.

There being no further business to come before the Commission, the meeting was adjourned at 6:41 p.m., out of respect to the memory of Firefighter Deborah Hall.

Raymond G. Connors
Secretary

JOURNAL OF PROCEEDINGS

(MINUTES)

FIRE COMMISSION

DOCUMENTS DEPT.

AUG 11 1998

SAN FRANCISCO
PUBLIC LIBRARY

Regular Meeting - Thursday - July 23, 1998 - 6:00 p.m.
260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:
President Rosemarie Fernandez-Pifer
Vice President Hadley R. Roff
Commissioner Stephen A. Nakajo

Commissioner Russell S. Roeca and Commissioner Ted H. Soulis were excused for business reasons.

Robert L. Demmons
Harold E. Gamble
Lorrie A. Kalos

- Chief of Department
- Deputy Chief - Operations
- Assistant Deputy Chief - Support Services

Chief Officers - Staff:

Aaron C. Stevenson
Bernie F. Lee
Joseph A. Asaro

- Fire Prevention
- Management Services
- Training (Acting)

Chief Officers - Firefighting Service:

Paul J. Tabacco
Frank Cercos
Ray Balzarini
Richard C. Shortall

- Division 1
- Division 2
- Division of Airports
- Emergency Medical Services

2. Adoption of the minutes of the Regular Meeting of June 25, 1998.

Vice President Roff moved and Commissioner Nakajo seconded. There were no questions or discussion and the minutes were adopted as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "L") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A) Military Leaves

Submitting for adoption applications from two members for Military Leaves of Absence with pay, in order to comply with Military Orders received from their commanding officers:

	<u>Rank</u>	<u>Dates</u>	<u>Days</u>	<u>Military Organization</u>	<u>Purpose</u>
Donnelly, Mark S. CMSGT	H2 LT	07-20-98 thru 08-03-98	15	US Air Force Res. Travis AFB, CA	Attend Active Duty Training
Cuffe, Frank C. Capt.	H2 FF	07-17-98 thru 07-25-98	9	CA Army Nat'l Gd. Korea	Attend Active Duty Training

8) Retirement

Communication received from Retirement Board indicating the following member has retired:

		<u>Retirement Date</u>
Stapper, Melanie	H2 Firefighter	Apr. 01, 1998
(Note:	Retirement Certificate will be presented at Fire Commission meeting of August 27, 1998)	

C) Monthly Report - Div. of FP&I

Submitting monthly report from Division of Fire Prevention and Investigation concerning activities performed during June, 1998.

D) Monthly Report - Management Services

Submitting monthly report from Management Services, concerning activities performed during June, 1998.

3. CONSENT CALENDAR

E) Permanent-Exempt Appointment

Reporting the following PERMANENT-EXEMPT appointments:

EFFECTIVE DATE - JULY 1, 1997*

H53 EMS Chief

Richard C. Shortall
(vice: Chief, Paramedic Division)

F) Provisional Appointments

Reporting the following PROVISIONAL appointments:

EFFECTIVE DATE - JULY 1, 1997*

H43 Section Chief, EMS

Ronald Louie
(vice: Combination of Paramedic
Classifications 2534/2535)

Anthony Smerdel
(vice: Combination of Paramedic
Classifications 2534/2535)

Russell McCallion
(vice: Combination of Paramedic
Classifications 2534/2535)

Jane Smith
(vice: Combination of Paramedic
Classifications 2534/2535)

Robert Navarro
(vice: Combination of Paramedic
Classifications 2534/2535)

*Appointments were back dated to
July 1, 1997

G) Report of Death

Reporting, with regret, the death of
Firefighter Deborah Hall, a member since
September 1995. Firefighter Hall died
accidentally on July 4, 1998, in Monterey,
California.

3. CONSENT CALENDAR

H) Resignation

Submitting resignation of 1842 Principal Administrative Analyst Mary King-Gorwky, effective close of business July 5, 1998. (Resigned in order to transfer to Recreation and Park Department.
Approximate length of service - 1-1/2 years.)

I) Leaves of Absence

Submitting requests for leaves of absence with pay for the following:

Captain Elmer Carr, Bureau of Fire Investigation, for four days, July 19 through July 22, 1998, in order to attend the California Conference of Arson Investigators in San Luis Obispo, California. Estimated cost for transportation, lodging, and tuition is \$650, and is included in the 1998-99 budget. Captain Carr will not be replaced.

Inspector Barbara Schultheis, Bureau of Fire Prevention, for six days, August 16 through August 21, 1998, in order to attend the Fire Prevention 2A training class in Asilomar, California. Expenses for transportation, lodging, and tuition will be paid by Inspector Schultheis. She will not be replaced.

3. CONSENT CALENDAR

J) Accidents

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

	<u>Accident No.</u>	<u>Date</u>	<u>Serial No.</u>	<u>Category</u>	<u>Recommendation</u>
Engine 7 Off: T/Lt. Thomas Abbott; Drv: FF Garry Comerford	97-8-242	05-29-98	502	8	File
Cause: Falling hose - Eng 7, while responding to an incident, lost the bundle of hose which struck a vehicle and injured its passenger					
Medic 18 Drv: Fire Rescue Paramedic Russell Zimmerman	97-8-243	06-07-98	721	A	File
Cause: Misjudged clearance - Medic 18, while leaving an incident, scraped a fence post bolt					
Truck 13 Off: Lt. Michael Murphy; Drv: FF John Cheung; Tlr: FF Ronald Lau	97-8-244	06-09-98	611	A	File
Cause: Backing up - Trk 13, while backing into quarters, struck a column on the apparatus floor; guides were posted					
Medic 15 Drv: Fire Rescue Paramedic Jonathan Ruggins	97-8-245	06-11-98	727	A	File
Cause: Backing up - Medic 15 backed into the wall of Station 15; guides were not posted					
Truck 18 Off: Lt. Robert Kim; Drv: FF Ramon Flores; Tlr: FF Ellen Stein	97-8-246	06-12-98	632	A	File
Cause: Backing up - Trk 18, while preparing to back into quarters, grazed a parked vehicle; guides were posted					
EMS RC 2 Off: Paramedic Captain Brett Powell	97-8-247	06-12-98	916	8	811
Cause: EMS RC 2, while proceeding to an incident with red lights and siren, crossed the intersection against a red light and was struck by a civilian vehicle which failed to heed EMS RC2's siren					

3. CONSENT CALENDAR

J) Accidents (Continued)

Medic 9	97-8-248	06-18-98	725	B	Bill
Drv: Fire Rescue Paramedic Bryan Hendon					
Cause: Failure to yield - Medic 9 was responding to an incident when they were struck by a vehicle that ran the red light					
Truck 16	97-8-249	06-20-98	605	A	File
Off: T/Capt. Rudolph Erler; Orv: FF Siulagi Sala; Tlr: FF Lawrence McOnnell					
Cause: Backing up - Trk 16 while backing into quarters grazed the station's side wall; guides were posted					
Medic 36	97-8-250	06-21-98	704	A	File
Orv: Fire Rescue Paramedic Hansjuerg Enz					
Cause: Backing in - Medic 36 while backing into quarters struck the door closing mechanism					
Truck 18	97-8-251	06-25-98	632	A	File
Off: T/Lt. Richard Busalacchi; Orv: FF Joseph Certain; Tlr: FF Theodore Tom					
Cause: Backing in - Trk 18 while backing into quarters struck the exhaust extractor; guides were posted					
Truck 6	97-8-252	06-29-98	618	A	File
Off: Capt. Gary Leal; Orv: FF Reese Nicholson; Tlr: FF Bill Oavis					
Cause: Misjudged clearance - Trk 6, while making a turn, scraped a sign					
Truck 14	97-8-253	06-29-98	603	A	File
Off: Lt. Matthew Plescia; Orv: FF David Shapona; Tlr: FF Renald Bacigalupi					
Cause: Misjudged clearance - Trk 14, while backing into Station 31, struck a parked auto; guides were posted					
Engine 23	97-8-254	06-28-98	572	A	File
Off: T/Lt. Timothy Callen; Drv: FF William Magee					
Cause: Eng 23, while leaving the station on an incident, became tangled in the exhaust extractor hose which broke Eng 23's warning light lens					

3. CONSENT CALENDAR

J) Accidents (Continued)

Note:

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

K) Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries, June 13 through June 26, 1998.

L) Temporary Appointments

Reporting having made 430 temporary appointments June 13 through June 30, 1998.

Vice President Roff moved and Commissioner Nakajo seconded. There were no questions or discussion and Items "A" through "L" on the Consent Calendar were adopted or ordered filed as appropriate.

3. CONSENT CALENDAR

L) Temporary Appointments (Continued)

Report having made 430 temporary appointments during Payroll Period
June 13 through June 30, 1998.

NAME	Present RANK	Higher RANK	NO.OF DAYS WORKED	DATES
WHITE PATRICK	0050	0150	12	06/13/98 06/30/98
SHOFTALL RICHARD	0040	0053	12	06/15/98 06/30/98
ASARO JOSEPH	0040	0050	9	06/15/98 06/30/98
BARBANO MARK J	0040	0050	3	06/26/98 06/30/98
BOUDOURES ROBERT G	0040	0050	4	06/20/98 06/24/98
BRACCO RICHARD D	0040	0050	2	06/29/98 06/30/98
BRACCO RICHARD D	0040	0050	2	06/26/98 06/27/98
BRACCO RICHARD D	0040	0050	4	06/14/98 06/18/98
CARDINALE FRANK T	0040	0050	2	06/27/98 06/28/98
FERRY JAMES C	0040	0050	2	06/19/98 06/20/98
FERRY JAMES C	0040	0050	2	06/13/98 06/14/98
FRISELLA DAVID A	0040	0050	10	06/19/98 06/29/98
HABERLIN DAVID A	0040	0050	11	06/13/98 06/28/98
JONES PAUL D	0040	0050	2	06/29/98 06/30/98
JONES PAUL D	0040	0050	4	06/23/98 06/27/98
THUESEN ALBERT L	0040	0050	1	06/30/98 06/30/98
THUESEN ALBERT L	0040	0050	1	06/13/98 06/13/98
TRACEY JAMES M	0040	0050	2	06/16/98 06/17/98
TREANOR FRANK P	0040	0050	2	06/20/98 06/21/98
LOUIE RONALD	0033	0043	12	06/15/98 06/30/98
MCCALLION RUSSELL	0033	0043	12	06/15/98 06/30/98
NAVAREO ROBERT	0033	0043	10	06/13/98 06/29/98
SKERDEL ANTHONY	0033	0043	2	06/29/98 06/30/98
SMITH JANE	0033	0043	8	06/15/98 06/30/98
BENNETT ROD L	0030	0040	10	06/14/98 06/27/98
CAREY WILLIAM G	0030	0040	3	06/27/98 06/30/98
GARCIA PHILIP F	0030	0040	2	06/28/98 06/29/98
GARCIA PHILIP F	0030	0040	2	06/13/98 06/14/98
GOODIN DOUGLAS L	0030	0040	3	06/27/98 06/30/98
GOODIN DOUGLAS L	0030	0040	2	06/24/98 06/25/98
GOODIN DOUGLAS L	0030	0040	2	06/21/98 06/22/98
GOODIN DOUGLAS L	0030	0040	2	06/18/98 06/19/98
GOODIN DOUGLAS L	0030	0040	1	06/13/98 06/13/98
GREY GERALD L	0030	0040	2	06/28/98 06/29/98
HAYES WHITE JOANNE	0030	0040	9	06/15/98 06/30/98
KEARNEY MICHAEL S	0030	0040	2	06/25/98 06/26/98
KEARNEY MICHAEL S	0030	0040	2	06/13/98 06/14/98

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3. CONSENT CALENDAR

L) Temporary Appointments (Continued)

DITO AUSTIN M	0020	0030	2	06/21/98	06/22/98
DITO AUSTIN M	0020	0030	2	06/15/98	06/16/98
DITO RAYMOND E	0020	0030	2	06/27/98	06/28/98
ERLER RUDOLPH L	0020	0030	2	06/20/98	06/21/98
FLAHERTY STEPHEN A	0020	0030	2	06/29/98	06/30/98
FORBES JOHN J III	0020	0030	1	06/30/98	06/30/98
FORBES JOHN J III	0020	0030	2	06/24/98	06/25/98
FORBES JOHN J III	0020	0030	2	06/18/98	06/19/98
FORBES JOHN J III	0020	0030	3	06/13/98	06/16/98
FRANKLIN DAVID LAWRENCE	0020	0030	2	06/20/98	06/21/98
FREDIANI DONALD L	0020	0030	2	06/28/98	06/29/98
FREDIANI DONALD L	0020	0030	2	06/25/98	06/26/98
FREDIANI DONALD L	0020	0030	2	06/22/98	06/23/98
FREDIANI DONALD L	0020	0030	2	06/19/98	06/20/98
FREDIANI DONALD L	0020	0030	2	06/16/98	06/17/98
FUHRMAN PAUL	0020	0030	1	06/30/98	06/30/98
FUHRMAN PAUL	0020	0030	2	06/21/98	06/22/98
GALLEGOS THOMAS M	0020	0030	4	06/20/98	06/24/98
GALLEGOS THOMAS M	0020	0030	2	06/14/98	06/15/98
GARCIA GEORGE H JR	0020	0030	2	06/16/98	06/17/98
GARCIA GEORGE H JR	0020	0030	2	06/13/98	06/14/98
GARDNER PATRICK T	0020	0030	2	06/17/98	06/18/98
GUTIERREZ RICHARD	0020	0030	4	06/26/98	06/30/98
GUTIERREZ RICHARD	0020	0030	2	06/23/98	06/24/98
GUTIERREZ RICHARD	0020	0030	2	06/17/98	06/18/98
GUTIERREZ RICHARD	0020	0030	2	06/14/98	06/15/98
HANSEN JERRY E	0020	0030	3	06/24/98	06/30/98
HANSEN JERRY E	0020	0030	3	06/13/98	06/16/98
HENTZ JAMES R	0020	0030	2	06/21/98	06/22/98
HUBBARD FRED A	0020	0030	2	06/23/98	06/24/98
JEBE HENRY H III	0020	0030	3	06/24/98	06/30/98
JONES WINONA M	0020	0030	4	06/20/98	06/24/98
KAWAGUCHI TODD L	0020	0030	2	06/19/98	06/20/98
KAWAGUCHI TODD L	0020	0030	2	06/13/98	06/14/98
KELLY THOMAS J	0020	0030	2	06/15/98	06/16/98
KING ALEXANDER M	0020	0030	4	06/23/98	06/27/98
KING ALEXANDER M	0020	0030	2	06/14/98	06/15/98
KUBEL DENNIS	0020	0030	4	06/24/98	06/28/98
KUBEL DENNIS	0020	0030	2	06/15/98	06/16/98
LAUER RICHARD L	0020	0030	6	06/22/98	06/29/98
LEE JAMES J	0020	0030	3	06/24/98	06/30/98
LEONARD ALLAN J	0020	0030	10	06/13/98	06/30/98
LIGGINS EDWARD JR	0020	0030	6	06/22/98	06/29/98
LIGGINS EDWARD JR	0020	0030	2	06/13/98	06/14/98
MELANEPHY JOHN A	0020	0030	2	06/19/98	06/20/98
MOLINARI ROBERT M	0020	0030	2	06/27/98	06/28/98
MOLINARI ROBERT M	0020	0030	2	06/24/98	06/25/98
MONTAGUE ROBERT M	0020	0030	3	06/24/98	06/27/98

3. CONSENT CALENDAR

L) Temporary Appointments (Continued)

MORINO FRANK	0020	0030	2	06/26/98	06/27/98
MORINO FRANK	0020	0030	4	06/14/98	06/18/98
MULLANEY PATRICK K	0020	0030	2	06/27/98	06/28/98
MURRAY THOMAS E	0020	0030	2	06/24/98	06/25/98
MURRAY THOMAS E	0020	0030	2	06/18/98	06/19/98
MURRAY THOMAS E	0020	0030	2	06/15/98	06/16/98
OCONNOR JAMES J	0020	0030	1	06/30/98	06/30/98
OCONNOR JAMES J	0020	0030	2	06/21/98	06/22/98
PINKARD HARRY T	0020	0030	2	06/29/98	06/30/98
FLESCIA KATHLEEN Y	0020	0030	4	06/14/98	06/18/98
RIEMER JAMES G	0020	0030	2	06/27/98	06/28/98
RIPOLL GEORGE J	0020	0030	2	06/19/98	06/20/98
ROSS KARTY A	0020	0030	2	06/28/98	06/29/98
SHERIDAN REID R	0020	0030	2	06/21/98	06/22/98
SOULE ANTHONY P	0020	0030	2	06/27/98	06/28/98
SOULE ANTHONY P	0020	0030	2	06/24/98	06/25/98
STEWART GREGORY	0020	0030	2	06/26/98	06/27/98
WARE ERNEST E	0020	0030	2	06/21/98	06/22/98
WARE ERNEST E	0020	0030	2	06/15/98	06/16/98
CASTELLANOS RUDOLPH	0020	0028	10	06/15/98	06/30/98
DEA EDMUND	0020	0028	12	06/15/98	06/30/98
FIELDS MONICA	0020	0028	12	06/15/98	06/30/98
HALE REX	0020	0028	12	06/15/98	06/30/98
HIGGINS JOSEPH	0020	0028	12	06/15/98	06/30/98
JONES GREGORY	0020	0028	12	06/15/98	06/30/98
LABRADO RUDOLPH	0020	0028	12	06/15/98	06/30/98
MARTIN DON	0020	0028	8	06/15/98	06/30/98
MCGREGOR RAEMONA	0020	0028	12	06/15/98	06/30/98
WILSON JOSEPH	0020	0028	12	06/15/98	06/30/98
CAMPBELL EDWARD	0010	0020	6	06/18/98	06/30/98
CHAN WING CHUNG	0010	0020	2	06/23/98	06/24/98
CHAN WING CHUNG	0010	0020	2	06/20/98	06/21/98
CHAN WING CHUNG	0010	0020	2	06/14/98	06/15/98
FERRANDO JOHN	0010	0020	1	06/30/98	06/30/98
GRIFFEY NIKKI P	0010	0020	3	06/26/98	06/30/98
GRIFFEY NIKKI P	0010	0020	2	06/23/98	06/24/98
GRIFFEY NIKKI P	0010	0020	2	06/19/98	06/20/98
GRIFFEY NIKKI P	0010	0020	2	06/16/98	06/17/98
MORRISON JOSEPH	0010	0020	2	06/20/98	06/21/98
MORRISON JOSEPH	0010	0020	2	06/17/98	06/18/98
MORRISON JOSEPH	0010	0020	2	06/14/98	06/15/98
OWEN KENNETH H	0010	0020	2	06/26/98	06/27/98
OWEN KENNETH H	0010	0020	2	06/23/98	06/24/98
OWEN KENNETH H	0010	0020	4	06/16/98	06/20/98
OWYANG GREGORY	0010	0020	10	06/15/98	06/30/98
RIBA DOUGLAS	0010	0020	2	06/27/98	06/28/98

3. CONSENT CALENDAR

L) Temporary Appointments (Continued)

STEINHOFF LESLIE C	0010	0020	2	06/29/98	06/30/98
STEINHOFF LESLIE C	0010	0020	2	06/26/98	06/27/98
STEINHOFF LESLIE C	0010	0020	2	06/23/98	06/24/98
STEINHOFF LESLIE C	0010	0020	2	06/20/98	06/21/98
VANDERVENNET JOHN	0010	0020	2	06/24/98	06/25/98
VANDERVENNET JOHN	0010	0020	2	06/21/98	06/22/98
VANDERVENNET JOHN	0010	0020	2	06/15/98	06/16/98
ABBOTT THOMAS FRANCIS	0002	0020	2	06/28/98	06/29/98
ABBOTT THOMAS FRANCIS	0002	0020	4	06/22/98	06/26/98
ABBOTT THOMAS FRANCIS	0002	0020	2	06/19/98	06/20/98
BACCIOCCO LOUIS F	0002	0020	2	06/29/98	06/30/98
BACCIOCCO LOUIS F	0002	0020	2	06/26/98	06/27/98
BACCIOCCO LOUIS F	0002	0020	2	06/23/98	06/24/98
BACCIOCCO LOUIS F	0002	0020	4	06/17/98	06/21/98
BACCIOCCO LOUIS F	0002	0020	2	06/14/98	06/15/98
BACCIOCCO LOUIS F	0002	0020	2	06/16/98	06/17/98
BAILON THOMAS R	0002	0020	2	06/26/98	06/27/98
BALMY ALEC MICHAEL	0002	0020	2	06/20/98	06/21/98
BALMY ALEC MICHAEL	0002	0020	2	06/17/98	06/18/98
BALMY ALEC MICHAEL	0002	0020	2	06/14/98	06/15/98
BALMY ALEC MICHAEL	0002	0020	2	06/29/98	06/30/98
BECKERLEY JOHN G	0002	0020	2	06/20/98	06/21/98
BECKERLEY JOHN G	0002	0020	2	06/14/98	06/18/98
BECKERLEY JOHN G	0002	0020	4	06/27/98	06/30/98
BERTOLLO WALTER	0002	0020	3	06/27/98	06/28/98
BLAKE RICHARD A	0002	0020	2	06/27/98	06/28/98
BOTELHO ERIC J	0002	0020	1	06/30/98	06/30/98
BOTELHO ERIC J	0002	0020	2	06/21/98	06/22/98
BOTELHO ERIC J	0002	0020	2	06/15/98	06/16/98
BOTELHO ERIC J	0002	0020	2	06/29/98	06/30/98
BUDDINGTON PATRICK	0002	0020	2	06/20/98	06/21/98
BUDDINGTON PATRICK	0002	0020	2	06/27/98	06/30/98
BUSALACCHI RICHARD	0002	0020	3	06/24/98	06/25/98
BUSALACCHI RICHARD	0002	0020	2	06/21/98	06/22/98
BUSALACCHI RICHARD	0002	0020	2	06/18/98	06/19/98
BUSALACCHI RICHARD	0002	0020	2	06/17/98	06/21/98
CALKIN ELBERT R	0002	0020	4	06/28/98	06/29/98
CALLEN TIMOTHY J	0002	0020	2	06/25/98	06/26/98
CALLEN TIMOTHY J	0002	0020	2	06/22/98	06/23/98
CALLEN TIMOTHY J	0002	0020	2	06/13/98	06/17/98
CALLEN TIMOTHY J	0002	0020	4	06/29/98	06/30/98
CALCOLAI FRANCO S	0002	0020	2	06/23/98	06/24/98
CALCOLAI FRANCO S	0002	0020	2	06/20/98	06/21/98
CALCOLAI FRANCO S	0002	0020	2	06/17/98	06/18/98
CALCOLAI FRANCO S	0002	0020	2	06/14/98	06/15/98
CARTER THEODORE R	0002	0020	2	06/23/98	06/24/98
CHARLTON MICHAEL B	0002	0020	2	06/17/98	06/21/98
CHARLTON MICHAEL B	0002	0020	4	06/14/98	06/15/98
CHARLTON MICHAEL B	0002	0020	2	06/14/98	06/15/98
CHAVEZ DAVID JOSEPH	0002	0020	2	06/14/98	06/15/98

3. CONSENT CALENDAR

L) Temporary Appointments (Continued)

CHRISTOBAL CLYDE M	0002	0020		06/27/98	06/30/98
CHRISTOBAL CLYDE M	0002	0020		06/21/98	06/22/98
CHU EDWARD Y	0002	0020		06/23/98	06/27/98
CHU EDWARD Y	0002	0020		06/14/98	06/18/98
CLARK WILLIAM	0002	0020		06/22/98	06/29/98
CLARK WILLIAM	0002	0020		06/19/98	06/20/98
CLARK WILLIAM	0002	0020		06/13/98	06/14/98
CRISPEN DEAN MATHEW	0002	0020		06/27/98	06/28/98
CRISPEN DEAN MATHEW	0002	0020		06/21/98	06/22/98
CUNNANE JAMES P	0002	0020	1	06/30/98	06/30/98
CUNNANE JAMES P	0002	0020	2	06/24/98	06/25/98
CUNNANE JAMES P	0002	0020	2	06/21/98	06/22/98
DELANE MICHAEL W	0002	0020	2	06/27/98	06/28/98
DELANE MICHAEL W	0002	0020	2	06/24/98	06/25/98
DELANE MICHAEL W	0002	0020	2	06/21/98	06/22/98
DELANE MICHAEL W	0002	0020	2	06/15/98	06/16/98
DIAZ CHRISTOPHER A	0002	0020	2	06/13/98	06/14/98
DILUZIO JOHN A	0002	0020	1	06/30/98	06/30/98
DILUZIO JOHN A	0002	0020	2	06/24/98	06/25/98
DONNELLY RAYMOND J	0002	0020	2	06/16/98	06/17/98
DUNN GERALD R	0002	0020	2	06/28/98	06/29/98
DUNN GERALD R	0002	0020	4	06/22/98	06/26/98
DUNN GERALD R	0002	0020	2	06/19/98	06/20/98
DUNN GERALD R	0002	0020	2	06/16/98	06/17/98
ENGLER GERALD	0002	0020	8	06/16/98	06/29/98
ESPINOZA RICHARD	0002	0020	2	06/19/98	06/20/98
FALLS GARY J	0002	0020	2	06/27/98	06/28/98
FALLS GARY J	0002	0020	2	06/24/98	06/25/98
FALLS GARY J	0002	0020	2	06/21/98	06/22/98
FEIGAN FRED J	0002	0020	2	06/21/98	06/22/98
FEINER STEPHEN H	0002	0020	2	06/27/98	06/28/98
FEWELL JAMES RAFAEL	0002	0020	2	06/20/98	06/21/98
GISSLER JACK A	0002	0020	9	06/15/98	06/30/98
GOGGIN DONALD JAMES	0002	0020	2	06/26/98	06/27/98
GOGGIN DONALD JAMES	0002	0020	2	06/23/98	06/24/98
GOGGIN DONALD JAMES	0002	0020	2	06/17/98	06/18/98
GRIMESEY PATRICK E	0002	0020	2	06/26/98	06/27/98
GRIMESEY PATRICK E	0002	0020	2	06/23/98	06/24/98
GRIMESEY PATRICK E	0002	0020	2	06/20/98	06/21/98
GRIMESEY PATRICK E	0002	0020	2	06/17/98	06/18/98
GRIMESEY PATRICK E	0002	0020	2	06/14/98	06/15/98
GUAJARDO RUDY	0002	0020	2	06/21/98	06/22/98
GUAJARDO RUDY	0002	0020	2	06/18/98	06/19/98
HALL DEBORAH ANN	0002	0020	2	06/24/98	06/25/98
HALL DEBORAH ANN	0002	0020	2	06/21/98	06/22/98
HALL DEBORAH ANN	0002	0020	2	06/15/98	06/16/98
HANAVAN WILLIAM F	0002	0020	2	06/20/98	06/21/98
HANLEY JOHN F	0002	0020	2	06/29/98	06/30/98
HANLEY JOHN F	0002	0020	4	06/14/98	06/18/98

3. CONSENT CALENDAR

L) Temporary Appointments (Continued)

HERRERA RUBEN	0002	0020	2	06/14/98	06/15/98
HESTER JOHN W	0002	0020	2	06/26/98	06/27/98
HESTER JOHN W	0002	0020	2	06/23/98	06/24/98
HESTER JOHN W	0002	0020	2	06/17/98	06/18/98
HORTON JOSEPH MICHAEL	0002	0020	2	06/19/98	06/20/98
HOY CARLOS	0002	0020	2	06/14/98	06/15/98
HUNTER DARRYL	0002	0020	2	06/28/98	06/26/98
HUNTER DARRYL	0002	0020	2	06/22/98	06/23/98
HUNTER DARRYL	0002	0020	2	06/16/98	06/17/98
HUNTER DARRYL	0002	0020	2	06/13/98	06/14/98
HUPKE KENNETH W	0002	0020	2	06/28/98	06/29/98
HUPKE KENNETH W	0002	0020	2	06/16/98	06/17/98
HUPKE KENNETH W	0002	0020	2	06/13/98	06/14/98
HURTADO VICTOR GABRIEL	0002	0020	2	06/28/98	06/29/98
HURTADO VICTOR GABRIEL	0002	0020	2	06/22/98	06/23/98
HURTADO VICTOR GABRIEL	0002	0020	2	06/19/98	06/20/98
HURTADO VICTOR GABRIEL	0002	0020	4	06/13/98	06/17/98
JONES KENNETH R	0002	0020	3	06/27/98	06/30/98
JONES KENNETH R	0002	0020	2	06/24/98	06/25/98
JONES KENNETH R	0002	0020	2	06/18/98	06/19/98
KANNISTO RICHARD A	0002	0020	2	06/19/98	06/20/98
KEOHANE JERRY E	0002	0020	2	06/26/98	06/27/98
KNIGHT ROHAN	0002	0020	2	06/28/98	06/29/98
KNIGHT ROHAN	0002	0020	2	06/25/98	06/26/98
KNIGHT ROHAN	0002	0020	2	06/22/98	06/23/98
KNIGHT ROHAN	0002	0020	2	06/19/98	06/20/98
KNIGHT ROHAN	0002	0020	2	06/16/98	06/17/98
KOENIG WILLIAM G	0002	0020	2	06/29/98	06/30/98
KOENIG WILLIAM G	0002	0020	4	06/23/98	06/27/98
KOENIG WILLIAM G	0002	0020	2	06/20/98	06/21/98
KOENIG WILLIAM G	0002	0020	8	06/21/98	06/22/98
LAU KERBY	0002	0020	2	06/28/98	06/29/98
LAU KERBY	0002	0020	2	06/22/98	06/23/98
LAU KERBY	0002	0020	2	06/19/98	06/20/98
LEE SONNY JAK	0002	0020	2	06/19/98	06/20/98
LEE SONNY JAK	0002	0020	2	06/16/98	06/17/98
LEE SONNY JAK	0002	0020	2	06/13/98	06/14/98
LINNEY WILLIAM E	0002	0020	2	06/14/98	06/15/98
LUNDIE KENNETHN	0002	0020	2	06/28/98	06/21/98
MAGNUSEN LONNIE H	0002	0020	2	06/28/98	06/29/98
MAGNUSEN LONNIE H	0002	0020	2	06/25/98	06/26/98
MAGNUSEN LONNIE H	0002	0020	2	06/19/98	06/20/98
MAGNUSEN LONNIE H	0002	0020	2	06/16/98	06/17/98
MAGNUSEN LONNIE H	0002	0020	2	06/13/98	06/14/98
MARTINEZ ANTHONY DAWON	0002	0020	2	06/27/98	06/28/98
MARTINEZ ANTHONY DAWON	0002	0020	2	06/21/98	06/22/98
MCHUGH PAUL M	0002	0020	2	06/21/98	06/22/98
MCHUGH PAUL M	0002	0020	2	06/15/98	06/16/98

3. CONSENT CALENDAR

L) Temporary Appointments (Continued)

MERRILL CLIFTON D	0002	0020	2	06/19/98	06/20/98
MERRILL CLIFTON D	0002	0020	2	06/16/98	06/17/98
MERRILL CLIFTON D	0002	0020	2	06/13/98	06/14/98
KOY EDWARD BENJAMIN	0002	0020	2	06/27/98	06/28/98
KOY EDWARD BENJAMIN	0002	0020	2	06/24/98	06/25/98
KOY EDWARD BENJAMIN	0002	0020	2	06/21/98	06/22/98
MULHAIR LESLIE K	0002	0020	2	06/18/98	06/19/98
MULHAIR LESLIE K	0002	0020	2	06/20/98	06/21/98
MURIZ ROBERT P	0002	0020	2	06/17/98	06/18/98
MURIZ ROBERT P	0002	0020	4	06/23/98	06/27/98
NAYAO SPENCER K	0002	0020	2	06/14/98	06/15/98
OLEARY MICHAEL E	0002	0020	2	06/15/98	06/16/98
OLEARY MICHAEL E	0002	0020	2	06/22/98	06/23/98
OLEARY MICHAEL E	0002	0020	2	06/16/98	06/17/98
OSHEA JOHN P	0002	0020	2	06/13/98	06/14/98
OSULLIVAN KEVIN EDWARD	0002	0020	1	06/27/98	06/27/98
OSULLIVAN KEVIN EDWARD	0002	0020	2	06/27/98	06/28/98
OSULLIVAN KEVIN EDWARD	0002	0020	6	06/18/98	06/25/98
PATT MICHAEL DONALD	0002	0020	2	06/15/98	06/16/98
PATT MICHAEL DONALD	0002	0020	2	06/23/98	06/24/98
PATT MICHAEL DONALD	0002	0020	2	06/20/98	06/21/98
PATT MICHAEL DONALD	0002	0020	2	06/17/98	06/18/98
PAUL ALLAN R	0002	0020	2	06/14/98	06/15/98
PAUL ALLAN R	0002	0020	2	06/27/98	06/28/98
PAUL ALLAN R	0002	0020	2	06/20/98	06/21/98
PAUL ALLAN R	0002	0020	2	06/17/98	06/18/98
PEREZ VINCENT ACEVES	0002	0020	2	06/13/98	06/14/98
PEREZ VINCENT ACEVES	0002	0020	4	06/26/98	06/30/98
PEREZ VINCENT ACEVES	0002	0020	2	06/23/98	06/24/98
POSTEL ROBERT FREDERICK	0002	0020	2	06/17/98	06/18/98
POSTEL ROBERT FREDERICK	0002	0020	2	06/24/98	06/25/98
POSTEL ROBERT FREDERICK	0002	0020	2	06/21/98	06/22/98
POSTEL ROBERT FREDERICK	0002	0020	2	06/18/98	06/19/98
PRUYN RONALD C	0002	0020	2	06/15/98	06/16/98
PRUYN RONALD C	0002	0020	2	06/28/98	06/29/98
PRUYN RONALD C	0002	0020	2	06/19/98	06/20/98
PUMPHREY ZACHARY WILLIAMS	0002	0020	2	06/13/98	06/14/98
PUMPHREY ZACHARY WILLIAMS	0002	0020	4	06/22/98	06/26/98
PUMPHREY ZACHARY WILLIAMS	0002	0020	2	06/19/98	06/20/98
PUMPHREY ZACHARY WILLIAMS	0002	0020	2	06/16/98	06/17/98
RABBITT BRIAN P	0002	0020	2	06/13/98	06/14/98
RABBITT BRIAN P	0002	0020	4	06/26/98	06/30/98
REY BRAD LAWRENCE	0002	0020	2	06/23/98	06/24/98
REY BRAD LAWRENCE	0002	0020	2	06/26/98	06/27/98
RITTER DAVID C	0002	0020	2	06/20/98	06/21/98
RITTER DAVID C	0002	0020	2	06/27/98	06/28/98
RITTER DAVID C	0002	0020	2	06/24/98	06/25/98
RITTER DAVID C	0002	0020	2	06/21/98	06/22/98

3. CONSENT CALENDAR

L) Temporary Appointments (Continued)

ROMERO SAMUEL NMI	0002	0020	1	06/30/98	06/30/98
ROMERO SAMUEL NMI	0002	0020	2	06/15/98	06/16/98
RUSSELL DAVID EDWARD	0002	0020	3	06/27/98	06/30/98
RUSSELL DAVID EDWARD	0002	0020	2	06/24/98	06/25/98
RUSSELL DAVID EDWARD	0002	0020	2	06/15/98	06/16/98
SCHRIK JAMES J	0002	0020	2	06/20/98	06/21/98
SERPA ANTHONY J	0002	0020	2	06/27/98	06/28/98
SERPA ANTHONY J	0002	0020	2	06/18/98	06/19/98
SERPA ANTHONY J	0002	0020	2	06/15/98	06/16/98
SEYLER JEANNE MARIE	0002	0020	1	06/30/98	06/30/98
SHAIN PATRICK M	0002	0020	2	06/28/98	06/29/98
SHAIN PATRICK M	0002	0020	2	06/25/98	06/26/98
SLATTERY RICHARD F	0002	0020	2	06/29/98	06/30/98
SLATTERY RICHARD F	0002	0020	2	06/26/98	06/27/98
SLATTERY RICHARD F	0002	0020	2	06/23/98	06/24/98
SLATTERY RICHARD F	0002	0020	2	06/20/98	06/21/98
SLATTERY RICHARD F	0002	0020	2	06/14/98	06/15/98
STEVENS PHILIP T	0002	0020	2	06/29/98	06/30/98
STEVENS PHILIP T	0002	0020	4	06/20/98	06/24/98
STORTI WILLIAM	0002	0020	1	06/30/98	06/30/98
SULLIVAN DANIEL A	0002	0020	2	06/18/98	06/19/98
SULLIVAN DANIEL A	0002	0020	2	06/15/98	06/16/98
SULLIVAN DENNIS WILLIAM	0002	0020	4	06/25/98	06/29/98
SULLIVAN DENNIS WILLIAM	0002	0020	2	06/22/98	06/23/98
TUIASOSOPO JOHN MISIATA	0002	0020	2	06/29/98	06/30/98
TUIASOSOPO JOHN MISIATA	0002	0020	2	06/26/98	06/27/98
VELO JOSE L	0002	0020	3	06/27/98	06/30/98
VELO JOSE L	0002	0020	2	06/21/98	06/22/98
VELO JOSE L	0002	0020	2	06/18/98	06/19/98
WETTELAND PATRICK	0002	0020	2	06/19/98	06/20/98
WETTELAND PATRICK	0002	0020	2	06/13/98	06/14/98
WIESSLER STEVEN	0002	0020	2	06/28/98	06/29/98
WONG MIKE JAMES	0002	0020	2	06/29/98	06/30/98
WONG MIKE JAMES	0002	0020	2	06/26/98	06/27/98
WONG MIKE JAMES	0002	0020	4	06/20/98	06/24/98
WONG MIKE JAMES	0002	0020	2	06/17/98	06/18/98
WONG SUEON F	0002	0020	2	06/29/98	06/30/98
WONG SUEON F	0002	0020	6	06/20/98	06/27/98
WONG SUEON F	0002	0020	2	06/17/98	06/18/98
WONG SUEON F	0002	0020	2	06/14/98	06/15/98
WYRSCH GREGORY LANCE	0002	0020	2	06/28/98	06/29/98
WYRSCH GREGORY LANCE	0002	0020	10	06/13/98	06/26/98
WYRSCH VICTOR HERMAN	0002	0020	3	06/27/98	06/30/98
WYRSCH VICTOR HERMAN	0002	0020	2	06/18/98	06/19/98
WYRSCH VICTOR HERMAN	0002	0020	2	06/15/98	06/16/98
WYRSCH VICTOR HERMAN	0002	0020	6	06/30/98	06/30/98
WYRSCH VICTOR HERMAN	0002	0020	6	06/30/98	06/30/98

3. CONSENT CALENDAR

L) Temporary Appointments (Continued)

JUAREZ FERNANDO	0002	0018	9	06/15/98	06/25/98
JOE AL	0010	0016	9	06/15/98	06/30/98
ALEXANDER ALEXANDRA	0002	0010	9	06/13/98	06/27/98
ARZAVE ROBERT L	0002	0010	2	06/27/98	06/28/98
BACIGALUPI RENAL J	0002	0010	2	06/20/98	06/21/98
BIAGINI DANIEL J	0002	0010	6	06/23/98	06/35/98
BOHLER REIDI KARIT	0002	0010	2	06/24/98	06/25/98
CARDINALE KATHERYN M C	0002	0010	6	06/23/98	06/30/98
CARDINALE KATHERYN M C	0002	0010	2	06/17/98	06/18/98
CELONA MICHAEL	0002	0010	10	06/13/98	06/29/98
CERCOS FRANK IV NMN	0002	0010	2	06/16/98	06/17/98
CHRISTENSEN S C	0002	0010	2	06/20/98	06/21/98
CUFFE FRANK	0002	0010	8	06/17/98	06/30/98
DIETZEN MICHAEL	0002	0010	1	06/13/98	06/13/98
FOLEY DANNY NMN	0002	0010	2	06/28/98	06/29/98
GHILARDI EDWARD	0002	0010	6	06/15/98	06/22/98
GIACALONE STEPHEN VINCENT	0002	0010	2	06/23/98	06/24/98
GORDON DAVID	0002	0010	12	06/13/98	06/28/98
HALL JAMES NMI	0002	0010	2	06/29/98	06/30/98
HALL JAMES NMI	0002	0010	2	06/26/98	06/27/98
HALL JAMES NMI	0002	0010	2	06/23/98	06/24/98
HALL JAMES NMI	0002	0010	2	06/20/98	06/21/98
GHILARDI EDWARD	0002	0010	6	06/15/98	06/22/98
HARRIS LEONARDO	0002	0010	12	06/15/98	06/28/98
HIGGINS PATRICK	0002	0010	2	06/26/98	06/27/98
HOWARD ALPHONSO	0002	0010	2	06/29/98	06/30/98
HUI RICKY KING	0002	0010	2	06/14/98	06/15/98
JEPSEN CARL MICHAEL	0002	0010	2	06/23/98	06/24/98
JONES HELEN MICHELLE	0002	0010	2	06/25/98	06/26/98
JONES HELEN MICHELLE	0002	0010	2	06/19/98	06/20/98
KARAWANNY GEORGE	0002	0010	10	06/14/98	06/30/98
KERN DONALD	0002	0010	1	06/13/98	06/13/98
KURPINSKY PAUL F	0002	0010	2	06/17/98	06/18/98
LAU RONALD TSUN KIT	0002	0010	2	06/27/98	06/28/98
LEE ARNIE	0002	0010	2	06/28/98	06/29/98
LERMA MELISSA MARIE	0002	0010	2	06/22/98	06/23/98
LERMA MELISSA MARIE	0002	0010	2	06/16/98	06/17/98
LIPSON STEVEN C	0002	0010	2	06/25/98	06/26/98
MCCULLOCH TRACIE KAY	0002	0010	2	06/21/98	06/22/98
MCDILL ROBERT G	0002	0010	4	06/14/98	06/18/98
ORLANDO MICHAEL PAUL	0002	0010	2	06/26/98	06/27/98
ORLANDO MICHAEL PAUL	0002	0010	4	06/20/98	06/24/98
OWEN DENNIS	0002	0010	1	06/30/98	06/30/98
PALPANIN VINCENT	0002	0010	9	06/15/98	06/30/98
PARDINI KEVIN J	0002	0010	2	06/20/98	06/21/98
PARDINI KEVIN J	0002	0010	2	06/14/98	06/15/98
PAPER MICHAEL REIS	0002	0010	2	06/17/98	06/18/98

3. CONSENT CALENDAR

L) Temporary Apointments (Continued)

REIDY JAMES JEREMIAH	0002	0010	1	06/14/98	06/14/98
ROBINSON RONALD	0002	0010	13	06/14/98	06/30/98
TALMADGE MELINDA ANNETTE	0002	0010	2	06/19/98	06/20/98
TALMADGE MELINDA ANNETTE	0002	0010	2	06/13/98	06/14/98
URQUIAGA PAUL	0002	0010	6	06/22/98	06/29/98
VARGAS JAMES R	0002	0010	2	06/25/98	06/26/98
VERANT ROGER	0002	0010	10	06/14/98	06/30/98
WON JOHN	0002	0010	18	06/14/98	06/30/98
WONG ALLEN KNOX	0002	0010	2	06/27/98	06/28/98
WONG JEFFREY NNN	0002	0010	2	06/24/98	06/25/98
WONG JEFFREY NNN	0002	0010	4	06/18/98	06/22/98
WONG JEFFREY NNN	0002	0010	2	06/15/98	06/16/98
WONG STEVEN NMI	0002	0010	2	06/20/98	06/21/98
WOO ARNOLD	0002	0010	10	06/14/98	06/30/98
WOO EDDY BILL	0002	0010	2	06/14/98	06/15/98
WU ALLEN SUNNY	0002	0010	6	06/15/98	06/22/98
AMERN ROBERT M	0002	0001	2	06/29/98	06/30/98
ALLEN NANCY	0002	0001	4	06/14/98	06/21/98
BIRKHOFF ANDREW	0002	0001	2	06/28/98	06/29/98
BIRKHOFF ANDREW	0002	0001	2	06/22/98	06/23/98
CABA NORMAN	0002	0001	2	06/15/98	06/16/98
LAFFERTY WILLIAM	0002	0001	2	06/25/98	06/26/98
CARNIGLIA MARCO	0001	0033	2	06/24/98	06/25/98
CARNIGLIA MARCO	0001	0033	2	06/21/98	06/22/98
LEONARD PETER	0001	0033	2	06/19/98	06/20/98
ALBOFF GEORGE	0006	0024	10	06/15/98	06/30/98
CARDER MARY	0002	0006	12	06/14/98	06/30/98
MCQUINN MARTY	0002	0006	10	06/13/98	06/29/98
SCANNELL JOSEPH	0002	0006	10	06/13/98	06/30/98
THOMAS JENNIFER	0010	0006	10	06/14/98	06/30/98
VEGA PAUL	0010	0006	10	06/13/98	06/29/98
ARMADA ARISTON	0022	0032	9	06/15/98	06/29/98
CEREGHINO KENNETH	0022	0032	9	06/15/98	06/30/98
LI ERNEST	0022	0032	4	06/16/98	06/19/98
BRAIDA MICHAEL	0004	0022	5	06/22/98	06/25/98
CORREA ANTONIO	0004	0022	5	06/15/98	06/23/98
GRAFF JOSEPH	0004	0022	9	06/16/98	06/30/98
SCHENRI PETER	0006	0022	5	06/22/98	06/29/98

3. CONSENT CALENDAR

L) Temporary Appointments (Continued)

GUITRON BRUCE	0002	0004	10	06/15/98	06/30/98
HONG CLIFTON	0002	0004	9	06/15/98	06/29/98
PIOMBO JOHN	0002	0004	9	06/15/98	06/30/98
ZARI GERALD	0002	0004	10	06/15/98	06/30/98
DISABILITY PAY					
MORAN MICHAEL	0040	0050	18	06/13/98	06/30/98
CERCCOS JOHN	0030	0040	18	06/13/98	06/30/98
GEE EDWARD M	0030	0040	18	06/13/98	06/30/98
ECORAT JOHN	0030	0040	18	06/13/98	06/30/98
GARRY KEVIN	0020	0030	18	06/13/98	06/30/98
MCHUGH JAMES	0020	0030	6	06/13/98	06/18/98
SMITH STEPHEN	0020	0030	18	06/13/98	06/30/98
WAGNER BRUCE	0020	0030	18	06/13/98	06/30/98
SILVESTRI ALFRED J	0024	0032	18	06/13/98	06/30/98
DEMARTINI GEORGE	0020	0028	18	06/13/98	06/30/98
JONES MICHAEL	0020	0028	18	06/13/98	06/30/98
GALLAGHER PETER	0002	0020	18	06/13/98	06/30/98
HILL STEVEN	0002	0020	18	06/13/98	06/30/98
AUSTIN KATHY	0002	0010	18	06/13/98	06/30/98
JOHNSON DAVID	0002	0010	18	06/13/98	06/30/98
URQUIAGA PAUL	0002	0010	9	06/13/98	06/21/98

4. REGULAR CALENDAR - UNFINISHED BUSINESS

A) Formal Hearing and Commission Deliberations on Penalty Phase
(Cont'd from Meetings of 10-23-97, 11-25-97, 12-16-97, 02-26-98, 03-28-98,
& 06-08-98)

Formal Hearing concerning formal complaint filed by Robert L. Demmons, Chief of Department, on October 6, 1997, against Lieutenant Ariston Armada, charging him with violation of the Rules and Regulations as follows:

- *Section 2801 - Thorough Knowledge of Applicable Policies and Practices
- *Section 2802 - Enforcement of Rules, Regulations and Orders
- Section 3905 - Unfamiliarity with Rules
- *Section 3926 - Tardiness and Failure to Report
- *G.O. 88 A-51 - Use of Slurs
- G.O. 95 A-64 - EEO Reporting Procedures

*Dismissed by Fire Commission 06-08-98

- i) Hearing on Penalty Phase
(Notice: This portion of the meeting may be held in Closed Session pursuant to Government Code Section 54957)

Appearances:

Oarren Lee, Deputy City Attorney, represented the Department.

Ouane Reno, attorney at law, represented Lieutenant Ariston Armada, who was present.

Marie Corlett Blits, Deputy City Attorney, represented the Commission.

Open/Closed Hearing:

President Fernandez-Pifer asked Mr. Reno if he still wanted the hearing to be closed. Mr. Reno replied affirmatively. President Fernandez-Pifer moved the hearing into closed session.

Closed Session

Presentations:

Lieutenant Ariston Armada made a statement in mitigation

6:30-6:38 p.m.

Deputy City Attorney Oarren Lee made a statement in support of a recommended suspension. He then responded to a series of questions from members of the Fire Commission

6:38-7:30 p.m.

4. REGULAR CALENDAR - UNFINISHED BUSINESS

A) Formal Hearing and Commission Deliberations on Penalty Phase (Continued)
(Cont'd from Meetings of 10-23-97, 11-25-97, 12-16-97, 02-26-98, 03-28-98,
& 06-08-98)

Mr. Ouane Reno made a statement in mitigation
and closing remarks

7:30-7:41 p.m.

Deputy City Attorney Garren Lee made closing remarks

7:41-7:43 p.m.

ii) Commission Deliberations, Penalty Phase

(Notice: This portion of the meeting may be held in Closed Session
pursuant to Government Code Section 54957)

Recess:

The Fire Commission deliberated in closed session

7:43-8:27 p.m.

The Fire Commission terminated the closed session.

Open Session

B) i) Possible report on action taken in Closed Session, pursuant to
Government Code Sections 54957.1 and 54957.7, and San Francisco
Administrative Code Section 67.14(b).

The Fire Commission announced that it

... requested a report from the Department on disciplinary
actions covering the period of 07-01-95 through 06-30-98,
which should specifically include violations of Rule 3905
and G.O. 95 A-64. The report should show the member's
rank, length of suspension, and the charges;

... the information shall be submitted within fourteen (14) days, and;

... the penalty phase hearing and deliberations will be
continued until Thursday, August 13, 1998, at 6:00 p.m.

ii) Vote to elect whether to disclose any or all Closed Session
discussions, pursuant to San Francisco Administrative Code
Section 67.14(a).

By a vote of 3-0, the Fire Commission decided to disclose that portion
of the closed session as stated under 4.B) i).

Note: Above represents summary of events.
Court reporter recorded entire proceedings.

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted ten letters commending members of the Department for response to requests for assistance or emergencies, or training.

President Fernandez-Pifer directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

The San Francisco Society for the
Prevention of Cruelty to Animals
2500 Sixteenth Street
San Francisco, California 94103

June 23, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

Thank you for your support again this year for the most important event in San Francisco to help the pets and people of San Francisco: The San Francisco SPCA's Animal Wingding '98.

On June 7, the San Francisco Fire Department participated in the biggest Parade of Life we have had in the history of Animal Wingding! The parade was a highlight of this year's event and San Franciscans and visitors got to watch as the fire engine went by.

We felt honored that you wanted to participate at Wingding again this year. That magnificent machine is always such a treat for San Franciscans to see. We know the public is always delighted to have a close look and perhaps a photo opportunity with that shiny vehicle.

Chief Demmons, we thank you for all you do for the people and animals of San Francisco. We offer you a four paws salute of thanks for caring so much about our four-legged friends!

Thank you for making Animal Wingding '98 the greatest ever!

With fond regards.

Sincerely,

/s/ RICHARD AVANZINO
President

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Daly City Fire Department
10 Wembley Drive
Daly City, California 94015

July B, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

On Friday, July 3, at approximately 1600 hours, Daly City Fire Department Engine 94 was dispatched to the report of an unresponsive person at 373 Gellert Boulevard, "24 Hour Fitness."

Upon arrival Captain Petersen observed the patient, David Schneider of Brisbane, lying on the floor in the workout area with Firefighter Conrad Brosas, SFFD Truck 13, performing CPR. As Engine 94 approached the patient, Firefighter Brosas gave Captain Petersen an update on the patient's condition along with his own observations. The crew of Engine 94 then took over treatment. Firefighter Brosas continued to assist our Engine Company and the Paramedics when they arrived. Advanced Life Support was given on scene and continued at the Seton Emergency room for about another hour before the patient stabilized.

I am pleased to report that as of this date Mr. Schneider is alive and according to Seton ICU staff is expected to recover fully.

On behalf of the Daly City Fire Department, I would like to congratulate Firefighter Brosas for his rapid and professional intervention in this life-threatening incident. Firefighter Brosas' action helped to sustain the life of Mr. Schneider and they were in the best tradition of the Fire Service. Please extend my appreciation to him for his actions in assisting a citizen in need in our City.

Sincerely,

/s/ ROBERT J. O'DONNELL
Fire Chief

* * * * *

5. REGULAR CALENDAR -- NEW BUSINESS

A) Letters of Commendation (Continued)

Scoma's Restaurant, Inc.
Pier 47, Fisherman's Wharf
San Francisco, California 94133

June 19, 1998

Hon. Willie L. Brown, Jr.
Mayor of San Francisco
401 Van Ness Avenue, Room 336
San Francisco, CA 94102

Dear Mayor Brown:

I wanted to take an opportunity to write you and express our thanks to the City's 911 Emergency staff. On Thursday, June 18, a customer dining at Scoma's went into full cardiac arrest at the table. 911 was called and Engine 28 from Stockton Street arrived within minutes, followed by the ambulance from Engine 41 on Leavenworth Street.

When they arrived CPR was being performed by another guest who was a physician. The paramedics began to work on the victim and the equipment indicated a flat line, they continued to work on her until she was revived and breathing on her own. At that time they transported her to the hospital.

All of the staff from both Engine companies should be commended for their professionalism and teamwork. As of this morning she remains in the hospital intensive care unit. I want to thank the City for providing an exceptional emergency team.

Sincerely,

/s/ TOM CREEDON
President

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Society of Operating Cameramen

July 1, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

On behalf of the S.O.C. I would like to thank you and the members of your department for supporting our first Remote Head and Crane Seminar at the Treasure Island Training Facility last Saturday. Because of the enthusiasm and interest of Captain Michael McKinley, this event ran smoothly, and was very successful. Of the many difficulties which were inherent to this event, the facility was our least concern thanks to Captain McKinley's ability to see the event's useful purpose of serving the Northern California film community. I know his professional attitude and dedication to the facility make it a first choice for S.O.C. events in the future, and I look forward to working with him again soon.

Regards,

/s/ MICHAEL SANITY
122 Ross Street, #1C
San Rafael, CA 94901

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Rock Medicine
612 Clayton Street
San Francisco, California 94117

July 8, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

Rock Medicine had the pleasure to work with the fine men and women assigned to the Fisherman's Wharf Fireworks Event.

The event went smoothly due in part to the extra effort by two of your coordinators, Glenn Ortiz-Schultz and Pete Howes. I was unable to get all the names of the detail but they all had a strong role in making the event a safe one for all who attended.

Rock Medicine looks forward to working with the San Francisco Fire Department in the future.

Good luck and long life,

/s/ GLENN "RAZ" RASHYCK
Director

* * * * *

5. REGULAR CALENDAR -- NEW BUSINESS

A) Letters of Commendation (Continued)

City of South San Francisco
Fire Department
33 Arroyo Drive
South San Francisco, California 94080

July 9, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Re: Fuel Truck Assistance

Dear Chief Demmons:

On July 4, we had a major structure fire in a commercial auto parts facility. This fire involved other jurisdictions under the San Mateo County General Alarm Plan. Due to the nature and duration of the fire, many of the fire engines required refueling at the scene. Your "Bureau of Equipment" fueling apparatus responded to our call for assistance when we were unable to contact our own fuel distributor.

I appreciate the prompt response and assistance your department provided. In addition, I would like to commend the personnel who responded. They conducted themselves in a professional manner and coordinated refueling operations with minimal impact on fire ground operations. Please thank all the individuals involved for their cooperation during this emergency incident.

/s/ RON SCIANDRI
Assistant Chief

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Jones Lang Wootton California, Inc.
90 New Montgomery Street, Suite 1201
San Francisco, California 94105

June 22, 1998

Firefighter Fernando Juarez
San Francisco Fire Department
Bureau of Fire Prevention
260 Golden Gate Avenue, Room 327
San Francisco, CA 94102

Dear Fernando:

I want to formally thank you for the excellent Floor Warden training sessions you conducted for us last week as well as for your assistance at our annual fire drill this morning.

The training sessions were terrific. You were very thorough and the material was well presented. Tenants received a great deal of valuable information about how to prevent fires, what to do in the event of a fire, as well as instruction about Floor Warden responsibilities. I have received a lot of positive comments and feedback from tenants.

The Fire Department is to be commended for offering this valuable service to the occupants of highrise office buildings. We truly appreciate your professionalism and your proactive approach. I will certainly let others within my company know about the availability of this great resource!

Again, many thanks for your time and assistance.

Sincerely,

/s/ ANNE MC NEE
Building Manager

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Roy Wm. Grame
3108 Buchanan Street
San Francisco, California 94123

July 11, 1998

Inspector Anthony Hampton
San Francisco Fire Department
Bureau of Fire Prevention
260 Golden Gate Avenue
San Francisco, CA 94102

Re: Fire Prevention
3108 Buchanan Street, San Francisco

Dear Inspector Hampton:

I am very pleased with your prompt, courteous and extremely effective response to curtail the fire hazard my neighbor was creating at my home.

Your actions not only prompted the owner of 3106 Buchanan Street to visit me and assure me that he talked to his renter and threatened him with eviction if he did not stop throwing lit cigarettes on my tar roof, but the renter, Richard Agnew, also visited me and acknowledged that he was throwing the cigarettes and matches (he didn't think it was a problem!) and would never do this again. He said this in the presence of my son and his landlord. I take him at his word, but his landlord assured me that Mr. Agnew would be evicted if I found another butt on my roof.

I know you must receive hundreds of calls a day for help in fire prevention. If they are handled with the professional courtesy and efficiency of mine, I feel that San Francisco is a much safer and civilized city because of you.

Again, you have my deepest gratitude.

Sincerely,

/s/ ROY WM. GRAME

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

KGO Newstalk AM 810
900 Front Street
San Francisco, California 94111

June 23, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

I wanted to write and commend Lieutenant Edward Campbell. Since your decision to appoint him the full-time Public Information Officer, we have found him helpful on many different stories. In fact, two of my reporters - Jon Bristow and R.J. Peruman - independently asked me to write this letter. I can't remember that ever happening before.

Please thank Lieutenant Campbell for us and thank you for making this appointment.

Sincerely,

/s/ KEN BERRY

* * * * *

July 5, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

I am a recent NERT graduate, and would like to thank you and all the firefighters involved in the NERT training program. The program was one of the most useful I have ever attended, and was enjoyable as well. I sincerely appreciate the time and effort the Fire Department has devoted to the program.

Sincerely,

/s/ JUDY BERKOWITZ

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

B) Wells Fargo Foundation - Community Service Award

Presented Community Service Award to William Lock, Vice President, Wells Fargo Bank, for the Foundation's generous contribution to the San Francisco Fire Department's FLAME Youth Fishing Program.

Captain Joseph Carlomagno introduced Mr. William Lock and noted that not only was he instrumental in getting funding for the fishing program but he also participates as a group supervisor and goes on some of the fishing trips.

Chief Demmons asked Mr. Lock and Captain Carlomagno to join him at the table and then read the Community Service Award:

Presented to the Wells Fargo Foundation for providing funding for the 1998 SFFD FLAME Youth Fishing Program. Your generous donation will allow disadvantaged youths from diverse community organizations an opportunity to experience the joys of fishing, an activity that can contribute to a lifetime of good fun.

Presented by the San Francisco Fire Commission July 23, 1998.

Chief Demmons commented that the first time he went fishing last year, and as the boat was leaving with the kids, he still has the picture in his mind of two little girls with their faces glowing and with broad smiles. For almost all the kids it was their first time fishing, and they all caught fish. It means a lot to the kids, and he appreciates Wells Fargo Foundation for making this possible.

Mr. Lock thanked Chief Demmons for the opportunity to work with the Department. It is a tremendous opportunity to assist the youth of San Francisco.

Chief Demmons commended Captain Carlomagno and the other members of the Fire Department, and the captain who provides the boat.

5. REGULAR CALENDAR - NEW BUSINESS

C) Public Comment

No comments were made by the public.

There being no further business to come before the Commission, the meeting was adjourned at 8:45 p.m.

Raymond G. Connors
Secretary

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FIRE COMMISSION

Meeting No. 98-24

August ?, 1998

The Journal of Proceedings for this meeting is missing.

JOURNAL OF PROCEEDINGS

DOCUMENTS DEPT.

(MINUTES)

AUG 25 1998

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FIRE COMMISSION

Regular Meeting - Thursday - August 13, 1998 - 6:00 p.m.
260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:

Acting President Hadley R. Roff
Commissioner Stephen A. Nakajo
Commissioner Ted N. Soulis

President Rosemarie Fernandez-Pifer was excused for vacation, and
Commissioner Russell S. Roeca was excused for business reasons.

Robert L. Demmons
Patrick W. White
Lorrie A. Kalos

- Chief of Department
- Deputy Chief - Administration (Acting)
- Assistant Deputy Chief - Support Services

Chief Officers - Staff:

Bernie F. Lee
Joseph A. Asaro

- Management Services
- Training (Acting)

Chief Officers - Firefighting Service:

Paul J. Tabacco
Frank Cercos, III
Richard D. Bracco
Ray Balzarini
Richard C. Shortall

- Division 1
- Division 2
- Division 3 (Acting)
- Division of Airports
- Emergency Medical Services

2. Adoption of the minutes of the Regular Meetings of July 9 and July 23, 1998.

Commissioner Soulis moved and Commissioner Nakajo seconded.
There were no questions or discussion and the minutes were adopted as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "O") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission. Secretary Connors advised that Counsel have jointly requested that Chief Demmons' letter dated August 13, 1998, concerning Item 3.N) on the Consent Calendar be attached to tonight's minutes.

A) Military Leave

Submitting for adoption application from one member for Military Leave of Absence with pay, in order to comply with Military Orders received from his commanding officer:

	<u>Rank</u>	<u>Dates</u>	<u>Days</u>	<u>Military Organization</u>	<u>Purpose</u>
Meneses, Ferdinand	H2	08-08-98	2	US Army Res.	Attend Annual
SPC E4	FF	08-09-98		Oakland, CA	Training

B) Retirements

Communications received from Retirement Board indicating the following members have retired:

		<u>Retirement Date</u>
Condon, Richard E.	150 Deputy Chief of Dept.	Jul. 11, 1998
Haberlin, David A.	H50 Assistant Chief	Jul. 09, 1998
Martin, Donald L.	H28 Lieutenant, Training	Jul. 07, 1998
Tobin, William J.	H20 Lieutenant	Jul. 25, 1998
Pidge, George F.	H4 Inspector	Jul. 08, 1998
Aiello, Dominic A.	H2 Firefighter	Jul. 08, 1998
Coleman, Patrick J.	H2 Firefighter	Jul. 02, 1998
Newenhouse, John A.	H2 Firefighter	Jul. 01, 1998
Peters, Thomas L.	H2 Firefighter	Jul. 26, 1998
Macillus, Maureen	1224 Principal Payroll/ Personnel Clerk	Jul. 01, 1998
	Service	
	Service	
	Service	
	Service	
	Service	
	Service	
	Service	
	Service	
	Service	

(Note: Retirement Certificates will be presented at Fire Commission meeting of September 24, 1998)

C) Monthly Report - Training

Submitting monthly report from Division of Training for July, 1998.

3. CONSENT CALENDAR

D) Permanent Exempt Appointment (from Temp. Exempt)

Reporting the following PERMANENT EXEMPT appointment:

EFFECTIVE DATE - JUNE 20, 1998

H51 Assistant Deputy Chief II

Lorrie A. Kalos

E) Non-Civil Service Appointments

Reporting the following NON-CIVIL SERVICE appointments:

EFFECTIVE DATE - JULY 25, 1998

H30 Captain

James P. Harrington
(vice: Frank Grimley,
retired)

Frank Morino
(vice: Gary Dale,
retired)

F) Reinstatement

Reporting reinstatement (pursuant to a
settlement agreement) of the following:

EFFECTIVE DATE - AUGUST 3, 1998

Permanent 2532 Paramedic

Stuart Beach
(vice: Self; then to
Prov. H1 Fire/Rescue Paramedic)

3. CONSENT CALENOAR

G) Suspension

Reporting suspension of Battalion Chief Albert Thuesen, Battalion 1, for six days, August 19 through August 24, 1998 (which includes the work days of August 19/20 and August 22/23), for violation of the Rules and Regulations as follows:

Section 2805 – Leadership
Section 2806 – Prompt Execution of Orders
Section 3923 – Disobedience

H) Resignation

Submitting resignation of the following:

Sandra Dy Juanco, Provisional 1023 IS
Administrator III, EMS Division, effective
close of business July 13, 1998.
(Resigned in order to accept other City
employment.
Transferred from DPH 07-01-97)

Won Suk Oh, Provisional 7334 Stationary
Engineer, effective close of business June 30,
1998.
(Resigned in order to accept other City
employment.
Approximate length of service – 2-1/2 years.)

I) Termination

Reporting termination of Probationary
H2 Firefighter Yvette M. Williams, effective
close of business July 20, 1998.
(Failure to meet the minimum standards
necessary to be a firefighter.)

3. CONSENT CALENDAR

K) Accidents (Continued)

Medic 6 98-9-003 07-07-98 755 B Bill
Drv: Fire/Rescue Paramedic Joshua Smith

Cause: Medic 6, while responding to an incident, was struck by a truck

Engine 20 98-9-004 07-08-98 582 C File
Off: Lt. James Carey; Drv: FF Maurice Thouvenin

Cause: Eng 20, while proceeding to an incident with red lights and siren, crossed the intersection against a red light and was struck by a civilian vehicle which failed to heed Eng 20's siren

Truck 19 98-9-005 07-08-98 627 B Bill
Off: Lt. William Landivar; Drv: FF Stephen Giacalone; Tlr: FF Dean Lundie

Cause: Trk 19 was backing up when a vehicle, trying to cut around the truck, collided with Trk 19

Engine 7 98-9-006 07-10-98 502 B Bill
Off: Lt. Gerald Scullion; Drv: FF Peter Walker

Cause: Failure to yield – Eng 7, while making left turn, was struck by a truck (driver's vision was obscured by the sun)

Note:

Category A – An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

Category B – An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C – An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

3. CONSENT CALENDAR

L) Unlitigated Claims

Submitting report from City Attorney's Office
on unlitigated claims for May and June, 1998:

<u>Name of Claimant</u>	<u>Claim Amount Filed/Paid</u>	<u>Accident Number/ Category/Unit</u>	<u>Date of Accident</u>
	<u>May</u>		
Mary Long	\$ 814.86/\$ 715.87	97-8-147 (A) AWSS	01-20-98
Nicholas Babchuk	1,964.59	property damage	11-06-97
Zong Jian Kuang	575.75/ 527.44	property damage	12-23-97
M. Angstenberger	171.22	property damage	01-08-98
	<u>June</u>		
Theresa Morris	228.82	97-8-042 (C) Trk 19	09-18-97
George Nonomura	2,525.84	97-8-084 (A) Eng 34	11-05-97
Hanmi Auto Sales	2,876.89/ 2,754.18	97-8-089 (A) Trk 5	11-13-97
Gino Silvestri	2,380.00	97-8-090 (C) Eng 11	11-16-97
Sampson Tang	1,989.89	97-8-108 (A) Eng 15	12-18-97
Edward Budds	3,298.76	97-8-123 (C) Medic 43	01-02-98
Douglas Cave	673.73	97-8-128 (B) Medic 36	01-07-98
John Maher	734.25	97-8-156 (A) Eng 41	02-03-98
Svetlana Samarina	1,622.11	97-8-157 (A) Eng 10	02-06-98
Nancy Peake	3,078.67	97-8-160 (A) Eng 12	02-10-98
Jerome White	961.90	97-8-192 (A) Eng 36	04-08-98
Basilio Pangilinan	10,000.00/ 1,077.44	Ambulance, EMS	04-11-97
Doris Robertson	262.37	property damage	07-29-97

3. CONSENT CALENDAR

M) Physician's Reports

Submitting biweekly reports of Fire Department Physician concerning disability injuries, June 27 through July 10, 1998, and July 11 through July 24, 1998.

N) Withdrawal of Suspension

Reporting that the Chief of Department has withdrawn the suspension of H19 Airport Operations-Training Supervisor John F. Darmanin for 10 calendar days, which was previously served January 5 through January 16, 1998, for violation of the following Rules and Regulations:

- Section 3915 - Proper Behavior
- Section 3919 - Unacceptable Language
- Section 3922 - Acts Detrimental to Welfare of Department
- Section 3924 - Insubordination
- Section 3935 - False Reports/False Testimony

O) Temporary Appointments

Reporting having made 237 temporary appointments July 1 through July 10, 1998.

Acting President Roff asked if there was any public comment or questions from the Commission. There were none. Commissioner Soulis moved and Commissioner Nakajo seconded to adopt the Consent Calendar as stated, including attachment to the Minutes of Chief Demmons' letter dated August 13, 1998, concerning Item 3.N). The motion was unanimously adopted. Acting President Roff then directed that Items "A" through "O" on the Consent Calendar be received and filed, including attachment to the Minutes of Chief Demmons' letter dated August 13, 1998, concerning Item 3.N).

NOTE: AUGUST 13 LETTER IS ATTACHMENT A
WHICH FOLLOWS PAGE 24 OF THE MINUTES

3. CONSENT CALENDAR

0) Temporary Appointments (Continued)

Report having made 237 temporary appointments during Payroll Period July 1 through July 10, 1998.

NAME	Present RANK	Higher RANK	NO.OF DAYS WORKED	DATES
WHITE PATRICK	0050	0150	7	07/01/98 07/10/98
SHORTALL RICHARD	0040	0053	7	07/01/98 07/10/98
ASARO JOSEPH	0040	0050	7	07/01/98 07/10/98
BARBANO MARK J	0040	0050	1	07/01/98 07/01/98
BRACCO RICHARD D	0040	0050	2	07/08/98 07/09/98
DUNN FRANKLIN H	0040	0050	2	07/09/98 07/10/98
FERRY JAMES C	0040	0050	2	07/04/98 07/05/98
FRISELLA DAVID A	0040	0050	5	07/01/98 07/10/98
HABERLIN DAVID A	0040	0050	2	07/06/98 07/07/98
HABERLIN DAVID A	0040	0050	2	07/03/98 07/04/98
JONES PAUL D	0040	0050	4	07/02/98 07/06/98
TABACCO PAUL	0040	0050	2	07/09/98 07/10/98
THUESEN ALBERT L	0040	0050	3	07/01/98 07/04/98
TRACEY JAMES M	0040	0050	3	07/07/98 07/10/98
LOUIE RONALD	0033	0043	7	07/01/98 07/10/98
MCCALLION RUSSELL	0033	0043	8	07/01/98 07/10/98
NAVARRO ROBERT	0033	0043	2	07/01/98 07/02/98
SMERDEL ANTHONY	0033	0043	7	07/01/98 07/10/98
SMITH JANE	0033	0043	5	07/01/98 07/08/98
BENNETT ROD	0030	0040	4	07/02/98 07/09/98
BONNEL MICHAEL W	0030	0040	2	07/02/98 07/03/98
CAREY WILLIAM G	0030	0040	5	07/01/98 07/10/98
CARLOMAGNO JOSEPH	0030	0040	2	07/09/98 07/10/98
CARLOMAGNO JOSEPH	0030	0040	2	07/06/98 07/07/98
GARCIA PHILIP F	0030	0040	1	07/10/98 07/10/98
GARCIA PHILIP F	0030	0040	2	07/04/98 07/05/98
GARCIA PHILIP F	0030	0040	2	07/01/98 07/02/98
GONZALES MARCUS A	0030	0040	2	07/04/98 07/05/98
GOODIN DOUGLAS L	0030	0040	2	07/09/98 07/10/98
GOODIN DOUGLAS L	0030	0040	3	07/01/98 07/04/98
HAYES WHITE JOANNE	0030	0040	6	07/01/98 07/09/98
KEARNEY MICHAEL S	0030	0040	4	07/04/98 07/08/98
KELBER PHILIP S	0030	0040	2	07/08/98 07/09/98
KELBER PHILIP S	0030	0040	2	07/05/98 07/06/98
KELBER PHILIP S	0030	0040	2	07/02/98 07/03/98
LEANIO PHILIP F	0030	0040	2	07/06/98 07/07/98
MASSETANI GARY	0030	0040	7	07/01/98 07/10/98

3. CONSENT CALENDAR

0) Temporary Appointments (Continued)

MCLAUGHLIN PATRICK	0030	0040	4	07/06/98	07/10/98
MCLAUGHLIN PATRICK	0030	0040	1	07/01/98	07/01/98
NOLAN VINCENT J	0030	0040	2	07/08/98	07/09/98
NOLAN VINCENT J	0030	0040	2	07/05/98	07/06/98
PEEFF JOHN T	0030	0040	2	07/01/98	07/02/98
RODRIGUEZ RONALD A	0030	0040	2	07/06/98	07/07/98
ROYBAL PETER D	0030	0040	2	07/09/98	07/10/98
ROYBAL PETER D	0030	0040	2	07/03/98	07/04/98
SERAFINI WILLIAM F	0030	0040	2	07/02/98	07/03/98
TOMASELLO RAYMOND	0030	0040	2	07/07/98	07/08/98
TOMASELLO RAYMOND	0030	0040	4	07/01/98	07/05/98
TRAINOR RONALD E	0030	0040	2	07/09/98	07/10/98
WILHELM ROGER J	0030	0040	2	07/06/98	07/07/98
FARRIS KENNETH	0030	0039	6	07/03/98	07/10/98
KOCHEVAR RICHARD	0030	0039	6	07/01/98	07/09/98
RYAN THOMAS	0030	0039	8	07/01/98	07/10/98
AHERN JOHN W	0020	0030	2	07/06/98	07/07/98
AHERN JOHN W	0020	0030	1	07/01/98	07/01/98
AHUMADA MICHAEL R	0020	0030	4	07/06/98	07/10/98
BARAONA EUGENE A	0020	0030	2	07/02/98	07/03/98
BARTELS WILLIAM J	0020	0030	2	07/04/98	07/05/98
BARTELS WILLIAM J	0020	0030	2	07/01/98	07/02/98
BATISTE WALTER D	0020	0030	2	07/03/98	07/04/98
BONNIE WM SCOTLAND	0020	0030	7	07/01/98	07/10/98
CARROLL DAVID A	0020	0030	2	07/08/98	07/09/98
CARROLL DAVID A	0020	0030	2	07/05/98	07/06/98
CONNORS JAMES M	0020	0030	2	07/07/98	07/08/98
CUNNIE MICHAEL J	0020	0030	2	07/05/98	07/06/98
ERLER RUDOLPH L	0020	0030	4	07/05/98	07/09/98
FLAHERTY STEPHEN A	0020	0030	2	07/02/98	07/03/98
FORBES JOHN J III	0020	0030	2	07/09/98	07/10/98
FORBES JOHN J III	0020	0030	2	07/06/98	07/07/98
FORBES JOHN J III	0020	0030	3	07/01/98	07/04/98
FREDIANI DONALD L	0020	0030	1	07/10/98	07/10/98
FREDIANI DONALD L	0020	0030	2	07/01/98	07/02/98
GALLEGOS THOMAS M	0020	0030	2	07/08/98	07/09/98
GALLEGOS THOMAS M	0020	0030	2	07/05/98	07/06/98
GARRY KEVIN J	0020	0030	3	07/07/98	07/10/98
GARRY KEVIN J	0020	0030	2	07/01/98	07/02/98
GUTIERREZ RICHARD	0020	0030	2	07/08/98	07/09/98
GUTIERREZ RICHARD	0020	0030	2	07/02/98	07/03/98
HANSEN JERRY E	0020	0030	2	07/06/98	07/07/98
HANSEN JERRY E	0020	0030	3	07/01/98	07/04/98
HARRINGTON JAMES P	0020	0030	2	07/06/98	07/07/98
JEBE HENRY	0020	0030	1	07/01/98	07/01/98
KAWAGUCHI TODD L	0020	0030	1	07/10/98	07/10/98
KAWAGUCHI TODD L	0020	0030	2	07/04/98	07/05/98

3. CONSENT CALENDAR

0) Temporary Appointments (Continued)

KING ALEXANDER M	0020	0030	2	07/05/98	07/06/98
KING ALEXANDER M	0020	0030	2	07/02/98	07/03/98
KUBEL DENNIS	0020	0030	2	07/06/98	07/07/98
LARKIN HENRY J	0020	0030	2	07/04/98	07/05/98
LAUER RICHARD L	0020	0030	1	07/10/98	07/10/98
LAUER RICHARD L	0020	0030	2	07/04/98	07/05/98
LAUER RICHARD L	0020	0030	2	07/01/98	07/02/98
LEE JAMES J	0020	0030	7	07/01/98	07/10/98
LEONARD ALLAN J	0020	0030	5	07/01/98	07/10/98
LIGGINS EDWARD JR	0020	0030	1	07/10/98	07/10/98
MCKEON JOSEPH B	0020	0030	2	07/05/98	07/06/98
MCKEON JOSEPH B	0020	0030	2	07/02/98	07/03/98
MONTAGUE GARY	0020	0030	2	07/02/98	07/03/98
MURRAY THOMAS E	0020	0030	2	07/09/98	07/10/98
MURRAY THOMAS E	0020	0030	4	07/03/98	07/07/98
OCONNOR JAMES J	0020	0030	2	07/06/98	07/07/98
OCONNOR JAMES J	0020	0030	3	07/01/98	07/04/98
OLLER ROBERT G	0020	0030	2	07/04/98	07/05/98
OUTLEY JAMES A	0020	0030	2	07/09/98	07/10/98
OUTLEY JAMES A	0020	0030	2	07/06/98	07/07/98
OUTLEY JAMES A	0020	0030	2	07/03/98	07/04/98
PINKARD HARRY T	0020	0030	2	07/08/98	07/09/98
PINKARD HARRY T	0020	0030	2	07/05/98	07/06/98
PINKARD HARRY T	0020	0030	2	07/02/98	07/03/98
PLESCIA MATTHEW V	0020	0030	4	07/05/98	07/09/98
PLESCIA MATTHEW V	0020	0030	2	07/02/98	07/03/98
RELEI ROBERT E	0020	0030	2	07/04/98	07/05/98
SOULE ANTHONY P	0020	0030	4	07/06/98	07/10/98
SOULE ANTHONY P	0020	0030	2	07/03/98	07/04/98
STEWART GREGORY	0020	0030	2	07/08/98	07/09/98
CASTELLANOS RUDOLPH	0020	0028	8	07/01/98	07/10/98
DEA EDMUND	0020	0028	7	07/01/98	07/10/98
FIELDS MONICA	0020	0028	7	07/01/98	07/10/98
HALE REX	0020	0028	8	07/01/98	07/10/98
HIGGINS JOSEPH	0020	0028	8	07/01/98	07/10/98
JONES GREGORY	0020	0028	7	07/01/98	07/10/98
LABRADO RUDOLPH	0020	0028	6	07/02/98	07/10/98
MARTIN DON	0020	0028	4	07/01/98	07/06/98
MCGREGOR RAEMONA	0020	0028	7	07/01/98	07/10/98
WILSON JOSEPH	0020	0028	8	07/01/98	07/10/98
CAMPBELL EDWARD	0010	0020	6	07/01/98	07/10/98
CHAN WING CHUNG	0010	0020	2	07/05/98	07/06/98
CHAN WING CHUNG	0010	0020	2	07/02/98	07/03/98
FERRANDO JOHN	0010	0020	1	07/01/98	07/01/98

3. CONSENT CALENDAR

0) Temporary Appointments (Continued)

GRIFFEY NIKKI P	0010	0020	3	07/07/98	07/10/98
GRIFFEY NIKKI P	0010	0020	1	07/01/98	07/01/98
MORRISON JOSEPH	0010	0020	4	07/02/98	07/06/98
OWEN KENNETH H	0010	0020	3	07/07/98	07/10/98
OWYANG GREGORY	0010	0020	5	07/01/98	07/10/98
STEINHOFF LESLIE C	0010	0020	2	07/08/98	07/09/98
STEINHOFF LESLIE C	0010	0020	2	07/05/98	07/06/98
ABBOTT THOMAS FRANCIS	0002	0020	3	07/07/98	07/10/98
BACCIOCCO LOUIS F	0002	0020	2	07/08/98	07/09/98
BACCIOCCO LOUIS F	0002	0020	2	07/05/98	07/06/98
BALMY ALEC MICHAEL	0002	0020	4	07/05/98	07/09/98
BALMY ALEC MICHAEL	0002	0020	2	07/02/98	07/03/98
BECKERLEY JOHN G	0002	0020	2	07/08/98	07/09/98
BECKERLEY JOHN G	0002	0020	2	07/05/98	07/06/98
BECKERLEY JOHN G	0002	0020	2	07/02/98	07/03/98
BECKERLEY JOHN G	0002	0020	5	07/01/98	07/07/98
BERTOLLO WALTER	0002	0020	1	07/01/98	07/01/98
BOTELHO ERIC J	0002	0020	3	07/01/98	07/04/98
BUSALACCHI RICHARD	0002	0020	2	07/08/98	07/09/98
CALKIN ELBERT R	0002	0020	2	07/07/98	07/08/98
CALLEN TIMOTHY J	0002	0020	2	07/04/98	07/05/98
CALLEN TIMOTHY J	0002	0020	2	07/01/98	07/02/98
CALLEN TIMOTHY J	0002	0020	2	07/08/98	07/09/98
CALZOLAI FRANCO S	0002	0020	2	07/05/98	07/06/98
CALZOLAI FRANCO S	0002	0020	2	07/08/98	07/09/98
CHARLTON MICHAEL B	0002	0020	2	07/05/98	07/06/98
CHARLTON MICHAEL B	0002	0020	3	07/01/98	07/04/98
CHRISTOBAL CLYDE M	0002	0020	2	07/08/98	07/09/98
CHU EDWARD Y	0002	0020	4	07/02/98	07/06/98
CHU EDWARD Y	0002	0020	1	07/10/98	07/10/98
CLARK WILLIAM	0002	0020	4	07/01/98	07/05/98
CLARK WILLIAM	0002	0020	2	07/02/98	07/03/98
COTTRELL PETER	0002	0020	3	07/01/98	07/04/98
CUNNANE JAMES P	0002	0020	4	07/06/98	07/10/98
DELANE MICHAEL W	0002	0020	2	07/03/98	07/04/98
DELANE MICHAEL W	0002	0020	1	07/10/98	07/10/98
DIAZ CHRISTOPHER A	0002	0020	2	07/09/98	07/10/98
DILUZIO JOHN A	0002	0020	2	07/06/98	07/07/98
DILUZIO JOHN A	0002	0020	3	07/01/98	07/04/98
DILUZIO JOHN A	0002	0020	2	07/04/98	07/05/98
DONNELLY RAYMOND J	0002	0020	3	07/07/98	07/10/98
DUNN GERALD R	0002	0020	2	07/01/98	07/02/98
DUNN GERALD R	0002	0020	3	07/06/98	07/10/98
ENGLER GERALD	0002	0020	2	07/09/98	07/10/98
FALLS GARY J	0002	0020	2	07/06/98	07/07/98
FALLS GARY J	0002	0020	2	07/05/98	07/06/98
FARAC STEPHEN N	0002	0020	1	07/10/98	07/10/98
GALLAGHER PETER J	0002	0020	2	07/04/98	07/05/98
GALLAGHER PETER J	0002	0020			

3. CONSENT CALENDAR

0) Temporary Appointments (Continued)

GISSLER JACK A	0002	0020			
GISSLER JACK A	0002	0020		07/06/98	07/07/98
GOGGIN DONALD JAMES	0002	0020	2	07/01/98	07/04/98
GOGGIN DONALD JAMES	0002	0020	2	07/08/98	07/09/98
GOGGIN DONALD JAMES	0002	0020	2	07/05/98	07/06/98
GORMAN THOMAS R	0002	0020	2	07/02/98	07/03/98
GRIMESEY PATRICK E	0002	0020	2	07/04/98	07/05/98
GRIMESEY PATRICK E	0002	0020	2	07/08/98	07/09/98
GUAJARDO RUDY	0002	0020	2	07/02/98	07/03/98
HANAVAN WILLIAM F	0002	0020	2	07/09/98	07/10/98
HANLEY JOHN F	0002	0020	2	07/02/98	07/03/98
HERRERA RUBEN	0002	0020	4	07/02/98	07/06/98
HESTER JOHN W	0002	0020	4	07/05/98	07/09/98
HICKEY JOHN ANDREW	0002	0020	2	07/02/98	07/03/98
HOY CARLOS	0002	0020	6	07/03/98	07/10/98
HUNTER DARRYL	0002	0020	2	07/02/98	07/03/98
HUNTER DARRYL	0002	0020	2	07/07/98	07/08/98
HUNTER DARRYL	0002	0020	2	07/04/98	07/05/98
HUPKE KENNETH W	0002	0020	2	07/01/98	07/02/98
HUPKE KENNETH W	0002	0020	3	07/07/98	07/10/98
HURTADO VICTOR GABRIEL	0002	0020	2	07/01/98	07/02/98
HURTADO VICTOR GABRIEL	0002	0020	4	07/04/98	07/08/98
JONES KENNETH R	0002	0020	2	07/01/98	07/02/98
JONES KENNETH R	0002	0020	2	07/09/98	07/10/98
JONES KENNETH R	0002	0020	2	07/06/98	07/07/98
KEOHANE JERRY E	0002	0020	1	07/01/98	07/01/98
KEOHANE JERRY E	0002	0020	2	07/08/98	07/09/98
KING JOSEPH L	0002	0020	2	07/05/98	07/06/98
KNEIS MICHAEL	0002	0020	4	07/01/98	07/05/98
KNIGHT ROHAN	0002	0020	4	07/04/98	07/05/98
KNIGHT ROHAN	0002	0020	3	07/07/98	07/10/98
KOENIG WILLIAM G	0002	0020	2	07/01/98	07/02/98
KOENIG WILLIAM G	0002	0020	2	07/08/98	07/09/98
LAU KERBY	0002	0020	2	07/05/98	07/06/98
LAU KERBY	0002	0020	1	07/10/98	07/10/98
LAU KERBY	0002	0020	2	07/04/98	07/05/98
LEE SONNY JAK	0002	0020	2	07/01/98	07/02/98
LOMBARDI KENNETH A	0002	0020	5	07/04/98	07/10/98
LOMBARDI KENNETH A	0002	0020	2	07/06/98	07/07/98
LUNDIE KENNETH	0002	0020	2	07/03/98	07/04/98
MCHUGH PAUL M	0002	0020	4	07/01/98	07/08/98
MCHUGH PAUL M	0002	0020	2	07/09/98	07/10/98
MERRILL CLIFTON D	0002	0020	2	07/03/98	07/04/98
MOY EDWARD BENJAMIN	0002	0020	2	07/04/98	07/05/98
MOY EDWARD BENJAMIN	0002	0020	2	07/09/98	07/10/98
OLEARY MICHAEL E	0002	0020	4	07/03/98	07/07/98
OLEARY MICHAEL E	0002	0020	4	07/04/98	07/08/98
OSHEA JOHN P	0002	0020	2	07/01/98	07/02/98
			2	07/08/98	07/09/98

3. CONSENT CALENDAR

0) Temporary Appointments (Continued)

OSULLIVAN KEVIN EDWARD	0002	0020	2	07/09/98	07/10/98
OSULLIVAN KEVIN EDWARD	0002	0020	2	07/06/98	07/07/98
OSULLIVAN KEVIN EDWARD	0002	0020	2	07/03/98	07/04/98
PARENT JOHN C	0002	0020	2	07/04/98	07/05/98
PAUL ALLAN R	0002	0020	2	07/08/98	07/09/98
PAUL ALLAN R	0002	0020	2	07/04/98	07/05/98
PEREZ VINCENT ACEVES	0002	0020	2	07/08/98	07/09/98
PEREZ VINCENT ACEVES	0002	0020	2	07/02/98	07/03/98
POSTEL ROBERT FREDERICK	0002	0020	2	07/09/98	07/10/98
PRUYN RONALD C	0002	0020	4	07/01/98	07/05/98
PUMPHREY ZACHARY WILLIAMS	0002	0020	3	07/07/98	07/10/98
PUMPHREY ZACHARY WILLIAMS	0002	0020	2	07/04/98	07/05/98
RABBITT BRIAN P	0002	0020	6	07/02/98	07/09/98
REY BRAD LAWRENCE	0002	0020	2	07/08/98	07/09/98
REY BRAD LAWRENCE	0002	0020	2	07/02/98	07/03/98
ROMERO SAMUEL NMI	0002	0020	2	07/06/98	07/07/98
ROMERO SAMUEL NMI	0002	0020	1	07/01/98	07/01/98
RUSSELL DAVID EDWARD	0002	0020	1	07/01/98	07/01/98
SCHRIK JAMES J	0002	0020	2	07/08/98	07/09/98
SCHRIK JAMES J	0002	0020	2	07/05/98	07/06/98
SERPA ANTHONY J	0002	0020	2	07/09/98	07/10/98
SERPA ANTHONY J	0002	0020	2	07/06/98	07/07/98
SERPA ANTHONY J	0002	0020	2	07/03/98	07/04/98
SEYLER JEANNE	0002	0020	1	07/01/98	07/01/98
SKAIN PATRICK M	0002	0020	5	07/01/98	07/10/98
SLATTERY RICHARD F	0002	0020	2	07/05/98	07/06/98
SLATTERY RICHARD F	0002	0020	2	07/02/98	07/03/98
STEINHOFF LESLIE	0002	0020	2	07/08/98	07/09/98
STEVENS PHILIP T	0002	0020	2	07/02/98	07/03/98
STORTI WILLIAM OLIVER	0002	0020	2	07/09/98	07/10/98
STORTI WILLIAM OLIVER	0002	0020	2	07/06/98	07/07/98
STORTI WILLIAM OLIVER	0002	0020	3	07/01/98	07/04/98
SULLIVAN DENNIS WILLIAM	0002	0020	3	07/07/98	07/10/98
SULLIVAN DENNIS WILLIAM	0002	0020	2	07/01/98	07/02/98
TUIASOSOPO JOHN MISIATA	0002	0020	2	07/02/98	07/03/98
VELO JOSE L	0002	0020	1	07/01/98	07/01/98
WETTELAND PATRICK	0002	0020	1	07/10/98	07/10/98
WETTELAND PATRICK	0002	0020	2	07/01/98	07/02/98
WIESSLER STEVEN	0002	0020	1	07/10/98	07/10/98
WIESSLER STEVEN	0002	0020	2	07/04/98	07/05/98
WIESSLER STEVEN	0002	0020	2	07/01/98	07/02/98
WONG MIKE JAMES	0002	0020	2	07/05/98	07/06/98
WONG SUEON F	0002	0020	2	07/05/98	07/06/98
WYRSCH GREGORY LANCE	0002	0020	5	07/04/98	07/10/98
WYRSCH VICTOR HERMAN	0002	0020	7	07/01/98	07/10/98
ZOUZOUNIS DENNIS J	0002	0020	2	07/09/98	07/10/98
ZOUZOUNIS DENNIS J	0002	0020	2	07/06/98	07/07/98
ZOUZOUNIS DENNIS J	0002	0020	1	07/01/98	07/01/98

3. CONSENT CALENDAR

0) Temporary Appointments (Continued)

JUAREZ FERNANDO	0002	0018	7	07/01/98	07/10/98
JOE AL					
	0010	0016	7	07/01/98	07/10/98
ALEXANDER ALEXANDRA	0002	0010	5	07/03/98	07/10/98
BIAGINI DANIEL J	0002	0010	4	07/05/98	07/09/98
BLATMAN GREGORY LYNN	0002	0010	2	07/05/98	07/06/98
CARDINALE KATHRYN M C	0002	0010	4	07/05/98	07/09/98
CELONA MICHAEL	0002	0010	7	07/01/98	07/10/98
CHIANG JERRY	0002	0010	2	07/02/98	07/03/98
CUFFE FRANK	0002	0010	6	07/02/98	07/09/98
GHILARDI EDWARD	0002	0010	4	07/06/98	07/10/98
GORDON DAVID	0002	0010	6	07/04/98	07/09/98
HALL JAMES NMI	0002	0010	2	07/05/98	07/06/98
HARRIS LEONARDO	0002	0010	4	07/06/98	07/10/98
HIGGINS PATRICK BERNARD	0002	0010	2	07/08/98	07/09/98
HIRO RANDALL CRAIG	0002	0010	2	07/02/98	07/03/98
JAMES ROBERT	0002	0010	5	07/01/98	07/10/98
JOHNSON DAVID	0002	0010	6	07/03/98	07/10/98
JONES HELEN MICHELLE	0002	0010	1	07/10/98	07/10/98
KARAWANNY GEORGE	0002	0010	6	07/02/98	07/09/98
KASHIMA KP NAKIA	0002	0010	4	07/02/98	07/06/98
LERMA MELISSA MARIE	0002	0010	6	07/01/98	07/08/98
PAMPANIN VINCENT	0002	0010	2	07/02/98	07/03/98
PAUL ALLAN	0002	0010	4	07/01/98	07/06/98
ROBINSON RONALD	0002	0010	7	07/01/98	07/09/98
SMITH KRISTA	0002	0010	2	07/07/98	07/08/98
TALMADGE MELINDA ANNETTE	0002	0010	1	07/10/98	07/10/98
TALMADGE MELINDA ANNETTE	0002	0010	2	07/04/98	07/05/98
URQUIAGA PAUL	0002	0010	5	07/01/98	07/10/98
VARGAS JAMES R	0002	0010	2	07/04/98	07/05/98
VERANT ROGGER	0002	0010	6	07/02/98	07/09/98
WON JOHN	0002	0010	6	07/02/98	07/09/98
WONG JEFFREY NMN	0002	0010	4	07/06/98	07/10/98
WOO ARNOLD	0002	0010	6	07/02/98	07/09/98
CARNIGLIA MARCO					
	0001	0033	2	07/09/98	07/10/98
BIRKHOFF ANDREW					
CABA NORMAN	0002	0003	2	07/01/98	07/02/98
FEWELL TIMOTHY	0002	0003	1	07/10/98	07/07/98
		0003	1	07/10/98	07/10/98
ALBOFF GEORGE					
	0006	0024	7	07/01/98	07/10/98
CARDER MARY					
MCGUINN MARTY	0002	0006	4	07/05/98	07/09/98
SCANNELL JOSEPH	0002	0006	7	07/01/98	07/10/98
THOMAS JENNIFER	0010	0006	5	07/01/98	07/10/98
		0006	6	07/02/98	07/09/98

3. CONSENT CALENDAR

0) Temporary Appointments (Continued)

VEGA PAUL	0010	0006	7	07/01/98	07/10/98
CEREGHINO KENNETH	0022	0032	5	07/01/98	07/10/98
LI ERNEST	0022	0032	1	07/09/98	07/09/98
SUDANO JOHN	0022	0032	6	07/01/98	07/09/98
BRAIDA MICHAEL	0004	0022	7	07/01/98	07/10/98
GRAFF JOSEPH	0004	0022	6	07/01/98	07/09/98
SCHEMBRI PETER	0006	0022	7	07/01/98	07/10/98
ARD GERALD	0002	0004	5	07/01/98	07/10/98
ESTEBEZ MICHAEL	0002	0004	7	07/01/98	07/10/98
GATES PRISCILLA	0002	0004	6	07/01/98	07/09/98
GUITRON BRUCE	0002	0004	7	07/01/98	07/10/98
HONG CLIFTON	0002	0004	7	07/01/98	07/10/98
PIOMBO JOHN	0002	0004	5	07/01/98	07/09/98
ZARI GERALD	0002	0004	5	07/01/98	07/08/98

DISABILITY PAY

MORAN MICHAEL	0040	0050	10	07/01/98	07/10/98
CERCOS JOHN	0030	0040	10	07/01/98	07/10/98
GEE EDWARD N	0030	0040	10	07/01/98	07/10/98
RONAN JOHN	0030	0040	10	07/01/98	07/10/98
SMITH STEPHEN	0020	0030	10	07/01/98	07/10/98
WAGNER BRUCE	0020	0030	10	07/01/98	07/10/98
SILVESTRI ALFRED J	0024	0032	1	07/01/98	07/01/98
DEMARTINI GEORGE	0020	0028	10	07/01/98	07/10/98
JONES MICHAEL	0020	0028	10	07/01/98	07/10/98
GISSLER JACK A	0002	0020	3	07/08/98	07/10/98
HILL STEVEN	0002	0020	10	07/01/98	07/10/98
LUNDIE KEN S	0002	0020	2	07/09/98	07/10/98
AUSTIN KATHY	0002	0010	8	07/01/98	07/08/98
JOHNSON DAVID	0002	0010	18	06/13/98	06/30/98
URQUIAGA PAUL	0002	0010	9	06/13/98	06/21/98

OMITTED FROM PAYROLL PERIOD ENDING 6/26/98

FRISELLA DAVID	0040	0050	2	07/16/98	07/17/98
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4. REGULAR CALENDAR - UNFINISHED BUSINESS

- A) Formal Hearing and Commission Deliberations on Penalty Phase
(Cont'd from Meetings of 10-23-97, 11-25-97, 12-16-97, 02-26-98, 03-28-98,
06-08-98 & 07-23-98)

Formal Hearing concerning formal complaint filed by Robert L. Demmons, Chief of Department, on October 6, 1997, against Lieutenant Ariston Armada, charging him with violation of the Rules and Regulations as follows:

- *Section 2801 - Thorough Knowledge of Applicable Policies and Practices
- *Section 2802 - Enforcement of Rules, Regulations and Orders
- Section 3905 - Unfamiliarity with Rules
- *Section 3926 - Tardiness and Failure to Report
- *G.O. 88 A-51 - Use of Slurs
- G.O. 95 A-64 - EEO Reporting Procedures

*Charge withdrawn by Department and accepted by Fire Commission during hearing, 06-08-98

- i) Hearing on Penalty Phase
(Notice: This portion of the meeting may be held in Closed Session pursuant to Government Code Section 54957)
- ii) Commission Deliberations, Penalty Phase
(Notice: This portion of the meeting may be held in Closed Session pursuant to Government Code Section 54957)

- B) Upon Reconvening in Open Session
[If any Closed Session proceedings occurred under 4.A) i) and ii)]:
- i) Possible report on action taken in Closed Session, pursuant to Government Code Sections 54957.1 and 54957.7, and San Francisco Administrative Code Section 67.14(b).
 - ii) Vote to elect whether to disclose any or all Closed Session discussions, pursuant to San Francisco Administrative Code Section 67.14(a).

Secretary Connors announced that this matter has been continued to a special meeting Thursday, August 20, 1998, at 6:00 p.m.

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted five letters commending members of the Department for response to requests for assistance or emergencies, or training.

Acting President Roff directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

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Saks Fifth Avenue
Post and Powell Streets
San Francisco, California 94108

July 24, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

Thank you so much for helping us out on July 9th by authorizing the San Francisco Fire Department to fill, and then empty, our "Dunk Tank" at the AIDS WALK rally in Union Square.

Our team raised over \$550.00 at the dunk tank which was donated to the Walk on the 19th.

All of us are extremely grateful for the support from the San Francisco Fire Department.

Thank you so much.

Sincerely,

/s/ DIANE KIRKPATRICK
Assistant General Manager

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5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Navy League of the United States
Marin County Council
P.O. Box 10812
San Rafael, California 94912

July 21, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

On behalf of the Navy League of the United States, I would like to thank you for providing the Fireboat "Phoenix" on June 6 to welcome the Coast Guard Cutter MUNRO, after an extended 3-month patrol of the Western Pacific. It meant a tremendous amount to the crew.

This was Captain Gabel's last patrol. He was positively ecstatic about the totally unexpected welcome. The crew loved it. In fact, Captain Gabel indicated it generated good feedback within the entire local Coast Guard Community, beyond MUNRO's crew.

We in the Navy League deeply appreciate the courtesy the San Francisco Fire Department has demonstrated to naval vessels on many occasions. It goes a long way toward making the Bay Area an outstanding port of call while demonstrating our maritime and naval pride. Along these lines, we have taken the liberty of presenting a small gift of Sees Candies to the personnel supporting San Francisco's fireboat squadron. We salute you and your men.

Sincerely,

/s/ BILL STEPHENS
President

Note: A similar letter of praise was
also sent to members of the Fireboat

★ ★ ★ ★ ★ ★ ★ ★ ★ ★

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Robert J. Ramsey III
295 Nineteenth Avenue, #8
San Francisco, California 94121

July 8, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

Many of the cardiac emergency calls find the patient unable to appreciate the service that your Department both Engine Companies and Medics supply until well after the fact. This letter is late in coming but I am alive and still grateful for the timely arrival of Engine 31 (dispatch said ETA 4 and 6 minutes) and Medic Unit 14. Indeed, they did arrive 4 and 6 minutes respectfully.

The Engine crew was courteous but matter of fact and extremely focused. Then the Medic team arrived! The Engine crew set-up and immediate observations were smoothly transitioned to the Medic team. We see movie representations of what these two teams do, but fiction is a poor pale shade of reality. Of all of the needles I would receive over the following three days, Medic 14's primary IV insertion was the only one that did not bruise. Small point, I know, but I was conscious enough to appreciate, having had Advanced First Aid and CPR Training, their banter (relax the patient) and focus on having to make a diagnosis based on my call to dispatch and their expertise in triage.

Thank you. I said while being loaded into the Unit, "It's our job." Having seen many calls in this neighborhood, I've lived here 15 years, I truly CAN appreciate the professionalism and courtesy of the San Francisco Fire Department, particularly the response of Engine 31 and Medic 14 on June 5, 1998, 2230 hours.

Sincerely with thanks and appreciation,

/s/ ROBERT J. RAMSEY III

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

July 23, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

On Thursday, July 16, 1998, I was served by your paramedics stationed at Washington and Sansome. I had had a bad trip/fall on the Embarcadero not far north of Station 35, at approximately 11:45 a.m. that day.

The emergency unit from Station 35 provided initial attention. Your paramedic team arrived within a few minutes despite very heavy noontime traffic.

My reason for writing you is to express my heartfelt thanks for the comfort and consideration I received from the two men whose names I have unfortunately forgotten. They exhibited a high degree of professionalism in handling what, to me, was an extremely painful experience and in delivering me to Emergency at San Francisco General Hospital.

I stopped by their station this afternoon to convey my personal thanks only to find the team was off duty. The duty supervisor suggested you will be able to properly identify these men and assured me they will be advised of my gratitude.

Thank you for your assistance.

/s/ THOMAS J. MC GEE
155 Jackson Street, Apt. 1207
San Francisco, CA 94111

* * * * *

The personnel who responded to this incident from Station 35 were:

Timothy Fewell, and
Scott Eberhart

5. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department

Submitted monthly report from Chief of Department on status of the Department Personnel, Apparatus and Equipment for July, 1998.

- a. There are 47 unfilled positions in the uniformed forces.
- b. The daily average of uniformed personnel on authorized leave was as follows:

	<u>June</u>	<u>July</u>
Vacation : Annual	20.87	
IDV	8.37	
Compensatory Time	4.30	
Sick Leave	22.97	
Disability	16.23	
Military Leave	.47	
Light Duty	6.19	
Other (LD/CTR)	<u>3.87</u>	No figures available
Total	89.20	

- c. The following Work on Days Off (Overtime) were awarded during the month of July:

2 - H50	Assistant Chiefs,	for 24 hours
20 - H40	Battalion Chiefs,	for 24 hours
28 - H30	Captains	, for 24 hours
77 - H20	Lieutenants	, for 24 hours
32 - H10	Chief's Aides	, for 24 hours
344 - H2	Firefighters	, for 24 hours
1 - H32	Captain,	BFP, for 4 hours
1 - H22	Lieutenant,	BFP, for 5 hours
1 - H4	Inspector ,	BFP, for 4 hours
1 - H4	Inspector ,	BFP, for 5 hours
1 - 6281	FSI-II,	BFP, for 5 hours

5. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department (Continued)

- d. i) The following apparatus went to Central Shops for repairs and/or maintenance:

90 - Triple Combination Pumps
38 - Aerial Ladder Trucks
10 - Miscellaneous Vehicles

- ii) The following apparatus were out of service and under repair at Central Shops:

4 - Triple Combination Pumps
2 - Aerial Ladder Trucks
0 - Miscellaneous Vehicles

- iii) The following apparatus were out of service and stored in stations awaiting assignment to Central Shops for repair:

0 - Triple Combination Pumps
0 - Aerial Ladder Trucks
0 - Miscellaneous Vehicles

- iv) The following apparatus were available for relief purposes:

4 - Triple Combination Pumps
3 - Aerial Ladder Trucks
0 - Aerial as city service truck (no aerial)

- e. All in-service pumps or relief pumps were able to draft.

Respectfully submitted,

/s/ ROBERT L. DEMMONS
Chief of Department

Commissioner Nakajo moved and Commissioner Soulis seconded.
There were no questions or discussion and the monthly report of Chief of Department was adopted.

5. REGULAR CALENDAR - NEW BUSINESS

C) Public Comment

No comments were made by the public.

There being no further business to come before the Commission, the meeting was adjourned at 6:10 p.m.

Raymond G. Connors
Secretary

CITY AND COUNTY OF SAN FRANCISCO
SAN FRANCISCO FIRE DEPARTMENT

ATTACHMENT A

ROBERT L. OEMMONS, *Chief of Department*

HAROLO E. GAMBLE, *Deputy Chief, Operations*

PATRICK W. WHITE, *Deputy Chief, Administration*



260 GOLDEN GATE AVENUE

SAN FRANCISCO, CALIFORNIA, 94102

(415) 558-3400

August 13, 1998

Honorable President and
Members of the Fire commission

Dear Commissioners:

Subject: Withdrawal of Ten-Calendar-Days Suspension of Firefighter John Darmanin

After consulting with the City Attorney's Office, I have ordered the withdrawal of the ten-calendar-days suspension of former H-19 Operations-Training Supervisor John Darmanin, which was previously served from January 5, 1998 through January 16, 1998, for violation of the following San Francisco Fire Department Rules and Regulations:

Section 3915 - Proper Behavior;

Section 3919 - Unacceptable Language;

Section 3922 - Acts Detrimental to Welfare of Department;

Section 3924 - Insubordination; and

Section 3935 - False Reports and False Testimony

Please be advised that the Department will not refile the charges underlying the suspension. Please also be advised that all references to the suspension will be removed from Firefighter John Darmanin's personnel file, and that I have ordered that Firefighter John Darmanin receive monetary reimbursement for the period of his suspension.

Very truly yours,

Robert L. Demmons
Chief of Department

RLD:ff

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3/20/98
Special

No. 98-26

JOURNAL OF PROCEEDINGS

DOCUMENTS DEPT.

(MINUTES)

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SAN FRANCISCO
PUBLIC LIBRARY

FIRE COMMISSION

Special Meeting - Thursday - August 20, 1998 - 6:00 p.m.

260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:
President Rosemarie Fernandez-Pifer
Vice President Hadley R. Roff
Commissioner Stephen A. Nakajo
Commissioner Russell S. Roeca

Commissioner Ted N. Soulis was excused for business reasons.

Harold E. Gamble

- Acting Chief of Department

2. PUBLIC COMMENT

There were no members of the public who wanted to comment.

3. FORMAL HEARING AND COMMISSION DELIBERATIONS ON MOTION TO DISMISS
(Cont'd from Meetings of 10-23-97, 11-25-97, 12-16-97, D2-26-98 & D3-28-98,
D6-D8-98, D7-23-98 & D8-13-98)

Formal Hearing concerning formal complaint filed by Robert L. Demmons, Chief of Department, on October 6, 1997, against Lieutenant Ariston Armada, charging him with violation of the Rules and Regulations as follows:

- *Section 28D1 - Thorough Knowledge of Applicable Policies and Practices

- *Section 28D2 - Enforcement of Rules, Regulations and Orders

- Section 39D5 - Unfamiliarity with Rules

- *Section 3926 - Tardiness and Failure to Report

- *G.O. 88 A-51 - Use of Slurs

- G.O. 95 A-64 - EEO Reporting Procedures

- *Charge withdrawn by Department and accepted by Fire Commission during hearing, D6-D8-98

i) Hearing on Penalty Phase

(Notice: This portion of the meeting may be held in Closed Session pursuant to Government Code Section 54957)

Appearances:

Darren Lee, Deputy City Attorney, represented the Department.

Duane Reno, attorney at law, represented Lieutenant Ariston Armada, who was present.

Marie Corlett Blits, Deputy City Attorney, represented the Commission.

Closed Session

The hearing was held in Closed Session upon request of Lieutenant Armada. Presentations were heard from Deputy City Attorney Darren Lee, Acting Chief Gamble, and Attorney Duane Reno.

ii) Commission Deliberations, Penalty Phase

(Notice: This portion of the meeting may be held in Closed Session pursuant to Government Code Section 54957)

Commission deliberations were conducted in Closed Session, without parties present.

The Commissioners then reconvened the hearing with the parties in Closed Session, and stated the Commission's decision.

4. UPON RECONVENING IN OPEN SESSION

[If any Closed Session proceedings occurred under 3.i) and ii)]:

- i) Possible report on action taken in Closed Session, pursuant to Government Code Sections 54957.1 and 54957.7, and San Francisco Administrative Code Section 67.14(b).

The Commission reconvened in Open Session. Commissioner Nakajo reported the decision of the Commission reached in Closed Session, as to penalty. Pursuant to City Charter Section A8.343, the Commission imposed 20 days' suspension. The vote was 3-1, with Commissioners Roff, Nakajo and Roeca voting aye, and President Fernandez-Pifer voting nay.

- ii) Vote to elect whether to disclose any or all Closed Session discussions, pursuant to San Francisco Administrative Code Section 67.14(a).

The Commissioners unanimously voted not to disclose Closed Session discussions.

Note: Above represents summary of events.
Court reporter recorded entire proceedings.

There being no further business to come before the Commission, the meeting was adjourned at 9:10 p.m.

Raymond G. Connors
Secretary

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6/27/98

JOURNAL OF PROCEEDINGS
(MINUTES)

DOCUMENTS

SEP 10 1998

FIRE COMMISSION

SAN FRANCISCO
PUBLIC LIBRARY

Regular Meeting - Thursday - August 27, 1998 - 6:00 p.m.
260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:

Acting President Hadley R. Roff
Commissioner Stephen A. Nakajo
Commissioner Russell S. Roeca

President Rosemarie Fernandez-Pifer and Commissioner Ted N. Soullis
were excused for vacation.

Robert L. Demmons
Harold E. Gamble
Lorrie A. Kalos

- Chief of Department
- Deputy Chief - Operations
- Assistant Deputy Chief - Support Services

Chief Officers - Staff:

Bernie F. Lee

- Management Services

Chief Officers - Firefighting Services:

Daniel E. Barden
James R. Cavellini
David A. Frisella
Ray Balzarini
Richard C. Shortall

- Division 1
- Division 2
- Division 3 (Acting)
- Division of Airports
- Emergency Medical Services

2. Approval of the minutes of the Regular Meeting of August 13, 1998.

Commissioner Nakajo moved and Commissioner Roeca seconded.
There were no questions or discussion and the minutes were approved as
presented.

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DOCUMENTS

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3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "J") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A) Monthly Report - Management Services

Submitting monthly report from Management Services concerning activities performed during July, 1998.

B) Probationary Appointments

Reporting the following PROBATIONARY appointments:

EFFECTIVE DATE - AUGUST 8, 1998

H40 Battalion Chief

Philip F. Garcia
(vice: Thomas McGuire,
retired)

Victor A. Pagan
(vice: Victor Shannon,
retired)

Michael S. Kearney
(vice: Pending appointment
to H50 vacancy)

Raymond G. Tomasello
(vice: James Groshong,
retired)

C) Probationary Appointments

Reporting the following PROBATIONARY appointments:

EFFECTIVE DATE - AUGUST 8, 1998

H20 Lieutenant

Brian P. Rabbitt
(vice: John McGreevy,
retired)

Vincent A. Perez
(vice: Donald Scheppler,
retired)

Philip T. Stevens
(vice: Francis Lowe,
retired)

John A. Hickey
(vice: William Utikal,
retired)

3. CONSENT CALENDAR

C) Probationary Appointments (Continued)

Jose L. Velo
(vice: Pending Selection)

Jeanne M. Seyler
(vice: Pending H30 Capt.
selection)

Thomas F. Abbott
(vice: Pending H30 Capt.
selection)

Timothy J. Callen
(vice: Pending H30 Capt.
selection)

Leslie C. Steinhoff
(vice: Pending H30 Capt.
selection)

Edward L. Campbell
(vice: Pending H30 Capt.
selection)

Franco S. Calzolari
(vice: Pending H28 Lieut.
selection)

Rudy Guajardo
(vice: Pending H28 Lieut.
selection)

Edward B. Moy
(vice: Pending H28 Lieut.
selection)

Robert F. Postel
(vice: Pending H28 Lieut.
selection)

Ronald C. Pruyn
(vice: New Position 1998-99,
Treasure Island)

Greg L. Wyrsh
(vice: New Position 1998-99,
Treasure Island)

Daniel A. Sullivan
(vice: New Position 1998-99,
Treasure Island)

Darryl Hunter
(vice: New Position 1998-99,
Treasure Island)

Steven G. Wiessler
(vice: New Position 1998-99,
Treasure Island)

William J. Clark
(vice: New Position 1998-99,
Treasure Island)

D) Provisional Appointments

Reporting the following PROVISIONAL appointments:

EFFECTIVE DATE - AUGUST 8, 1998

H33 Fire/Paramedic Captain

John D. Cavanaugh
(vice: TX from 2534
Paramedic Captain)

George K. Dreaper
(vice: TX from 2534
Paramedic Captain)

3. CONSENT CALENDAR

D) Provisional Appointments (Continued)

James M. Fazackerley
(vice: TX from 2534
Paramedic Captain)

Edward J. Sawicki, Jr.
(vice: TX from 2534
Paramedic Captain)

Karl Hillyard
(vice: TX from 2534
Paramedic Captain)

Perry Saxton
(vice: TX from 2534
Paramedic Captain)

Arthur B. Hsieh
(vice: TX from 2534
Paramedic Captain)

Cordia Sorrells
(vice: TX from 2534
Paramedic Captain)

James McCaffrey
(vice: TX from 2534
Paramedic Captain)

James Strain
(vice: TX from 2534
Paramedic Captain)

Jeffrey Myers
(vice: TX from 2534
Paramedic Captain)

Michael P. Whooley
(vice: TX from 2534
Paramedic Captain)

Nancy M. Nowicki
(vice: TX from 2534
Paramedic Captain)

Sebastian E. Wong
(vice: TX from 2534
Paramedic Captain)

Brett K. Powell
(vice: TX from 2534
Paramedic Captain)

E) Transfers/Appointments

Reporting the TRANSFERS and PERMANENT APPOINTMENTS of the following two 1932 Assisants Storekeepers from the Department of Public Health - Paramedic Division, effective July 1, 1998, and their PERMANENT APPOINTMENTS, effective August 15, 1998:

Steven Jacques
Michael A. Perkins

3. CONSENT CALENDAR

F) Resignation

Submitting resignation of H1 Fire/Rescue Paramedic Thomas J. Sforzo, effective close of business August 25, 1998. (Resigned for personal reasons. Transferred from DPH 07-01-97.)

G) Accidents

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

	Accident No.	Date	Serial No.	Category	Recommendation
Engine 40 Off: Lt. Glen Kojimoto; Drv: FF Michael Ferry	98-9-007	07-03-98	562	A	File
Cause: Misjudged clearance - Eng 40 was responding, and while making U-turn in parking lot, struck a parked station wagon					
B.O.E. Drv: FF Robert Postel	98-9-008	07-09-98	970	B	File
Cause: Misjudged clearance - BOE vehicle was maneuvering in heavy traffic when it struck the rear bumper of a car that had suddenly stopped					
Engine 6 Off: T/Lt. Brad Rey; Drv: FF Dennis Tracy	98-9-009	07-11-98	510	B	File
Cause: Hit and run - Eng 6, while parked at a hydrant in front of Station 6, was struck by an auto which sped away					
Division 2 Off: T/AC Paul Jones; C/A David Lavelle	98-9-010	07-14-98	207	A	File
Cause: Misjudged clearance - Div 2, while parking at Headquarters, struck a wall on the west side of the parking garage					

3. CONSENT CALENDAR

G) Accidents_ (Continued)

Engine 6 98-9-011 07-15-98 510 B File
Off: Lt. Kevin Smith; Drv: FF Paul Crawford

Cause: Eng 6, while responding to an incident, suffered a broken strap on the 3-inch standpipe pre-connect which caused the line to drag behind the Engine; no damage to property occurred

Engine 7 98-9-012 07-18-98 502 B Bill
Off: Capt. Stephen Freeman; Drv: FF Tilafaiga Taape

Cause: Eng 7 while responding to a fire, struck an auto at an intersection; the auto stopped, then suddenly pulled forward in front of Eng 7

Svc Sq 1 98-9-013 07-22-98 890 A File
Off: T/Lt. Ronald Prunyn; Drv: FF William Storti

Cause: Misjudged clearance - Svc Sq 1, while attempting to make a left turn, made contact with the rear bumper of a parked BOE truck

Truck 5 98-9-014 07-25-98 617 A File
Off: T/Lt. Christopher Diaz; Drv: FF Erin Murphy; Tlr: FF Daniel Aronson

Cause: Backing up - Trk 5, driven by PX firefighter, was backing through the serpentine during driver's training when the truck backed into a concrete light pillar

Engine 1 98-9-015 07-29-98 501 B Bill
Off: Capt. Richard McGee; Drv: FF Earl Dunn

Cause: Eng 1, while travelling eastbound in westbound lanes, was struck by a vehicle that crossed into westbound lanes, striking the rear of Eng 1

Engine 39 98-9-016 07-30-98 522 B File
Off: Lt. Gary May; Drv: FF Esmond Monroy

Cause: Eng 39, while parked at an incident, was grazed by a passing Muni light rail vehicle

3. CONSENT CALENDAR

G) Accidents (Continued)

Headquarters 98-9-017 07-31-98 406 B File
Off: T/BC Gary Massetani, Bond Project Chief

Cause: Department vehicle was parked and unattended; when
T/BC Massetani returned he noticed that the vehicle
had sustained damage to its left front bumper

Division 3 98-9-018 07-31-98 209 A File
Off: T/AC David Frisella; C/A Truman McKinney

Cause: Misjudged clearance - Div 3, while backing into
quarters, struck a cement abutement which
projected beyond the door opening

Note:

Category A - An accident which has occurred because of inattention
to vehicle operator's and/or officer's responsibilities
or because of misjudgment of clearance in operating
apparatus near stationary objects.

Category B - An accident in which fire department personnel exercised
reasonable judgment and precautions, exhibited good
apparatus operator's and officer's skills and observed
all state, local and fire department statutes,
ordinances and rules.

Category C - An accident which has occurred because of apparatus
operator's misjudgment of clearance, deficiency in
defensive driving techniques, or failure to anticipate
other vehicle's movements.

H) Unlitigated Claims

Submitting report from City Attorney's Office
on unlitigated claims for July, 1998:

Name of Claimant	Claim Amount <u>Filed/Paid</u>	Accident Number/ <u>Category/Unit</u>	Date of Accident
Robin Kruse	\$ 944.03/\$ 944.03	97-8-092 (C) Amb.	11-23-97
Corporate Limousine	2,324.03/ 2,324.03	97-8-107 (A) Trk 2	12-13-97
Roger Martinez	1,447.41/ 1,447.41	97-8-124 (A) Eng 9	01-02-98

3. CONSENT CALENDAR

H) Unlitigated Claims (Continued).

Bates Bates	906.37/	906.37	97-8-126 (C)	Trk 6	01-05-98
Meiyu Cheng	1,543.85/	1,543.85	97-8-136 (C)	Medic 7	01-10-98
Huyen Doung	1,472.00/	1,472.00	97-8-204 (C)	Trk 6	04-21-98
Toshio Chiba	2,586.85/	2,586.85	97-8-214 (A)	Trk 12	05-05-98
Assembly of God	14,987.00/	9,677.00	water damage		06-18-96

I) Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries, July 25 through August 7, 1998.

J) Temporary Appointments

Reporting having made 412 temporary appointments July 11 through July 24, 1998, and 416 temporary appointments July 25 through August 7, 1998.

Commissioner Nakajo moved and Commissioner Roeca seconded. There were no questions or discussion and Items "A" through "J" on the Consent Calendar were approved or ordered filed as appropriate.

Note: Pages 10 through 31 listing temporary appointments have not been included.

3. CONSENT CALENDAR

J) Temporary Appointments (Continued)

Report having made 412 temporary appointments during Payroll period July 11 through July 24, 1998.

NAME	Present RANK	Higher RANK	NO.OF DAYS WORKED	DATES
WHITE PATRICK	0050	0150	5	07/13/98 07/17/98
SHORTALL RICHARD	0040	0053	10	07/13/98 07/24/98
ASARO JOSEPH	0040	0050	10	07/13/98 07/24/98
BARBANO MARK J	0040	0050	1	07/24/98 07/24/98
BARBANO MARK J	0040	0050	2	07/21/98 07/22/98
BARBANO MARK J	0040	0050	2	07/17/98 07/18/98
BOUDOURES ROBERT G	0040	0050	8	07/11/98 07/24/98
CARDINALE FRANK T	0040	0050	2	07/12/98 07/13/98
DUNN FRANKLIN	0040	0050	2	07/12/98 07/13/98
FRISELLA DAVID A	0040	0050	9	07/11/98 07/23/98
JONES PAUL D	0040	0050	4	07/14/98 07/18/98
LEE JOHN J	0040	0050	6	07/15/98 07/22/98
SANCHEZ FEDERICO J	0040	0050	1	07/24/98 07/24/98
TRACEY JAMES M	0040	0050	1	07/11/98 07/11/98
LOUIE RONALD	0033	0043	10	07/13/98 07/24/98
MCCALLION RUSSELL	0033	0043	10	07/13/98 07/24/98
NAVARRO ROBERT	0033	0043	9	07/14/98 07/24/98
SMERDEL ANTHONY	0033	0043	8	07/13/98 07/23/98
SMITH JANE	0033	0043	6	07/13/98 07/22/98
BENNETT ROD L	0030	0040	2	07/23/98 07/24/98
BENNETT ROD L	0030	0040	2	07/17/98 07/18/98
BENNETT ROD L	0030	0040	4	07/11/98 07/15/98
CAREY WILLIAM G	0030	0040	3	07/21/98 07/24/98
CAREY WILLIAM G	0030	0040	2	07/15/98 07/16/98
CARLOMAGNO JOSEPH	0030	0040	2	07/18/98 07/19/98
GARCIA PHILIP F	0030	0040	2	07/22/98 07/23/98
GARCIA PHILIP F	0030	0040	7	07/11/98 07/20/98
GONZALES MARCUS A	0030	0040	2	07/16/98 07/17/98
GOODIN DOUGLAS L	0030	0040	1	07/24/98 07/24/98
GOODIN DOUGLAS L	0030	0040	4	07/18/98 07/22/98
GOODIN DOUGLAS L	0030	0040	2	07/15/98 07/16/98
GOODIN DOUGLAS L	0030	0040	2	07/12/98 07/13/98
GREY GERALD L	0030	0040	2	07/16/98 07/17/98
GRITSCH STEPHEN K	0030	0040	2	07/12/98 07/13/98
GROSHONG MARK V	0030	0040	2	07/23/98 07/24/98
GROSHONG MARK V	0030	0040	2	07/20/98 07/21/98
HAYES WHITE JOANNE	0030	0040	1	07/13/98 07/13/98

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted seven letters commending members of the Department for response to requests for assistance or emergencies, or training.

Acting President Roff directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

Port of San Francisco
Ferry Building
San Francisco, California 94111

August 5, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

The Port of San Francisco would like to thank the San Francisco Fire Department for participating in the aquatic festivities at the Ferry Building's 100th Anniversary on Tuesday, July 14, 1998. The San Francisco fireboats helped to make the festivities a fun and exciting afternoon for the estimated 3,000 people who attended the event.

It also was a pleasure working with your staff who made our coordination efforts easy. In partiuclar, we would like to acknowledge the excellent service and professionalism demonstrated by Assistant Chief Aaron Christopher Stevenson and Port Fire Marshal Kenneth Cereghino.

Again, we appreciate your support and participation in this centennial celebration to honor one of San Francisco's most prestigious landmarks - The Ferry Building.

Very truly yours,

/s/ RENEE DUNN
Public Relations Manager

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Animal Care and Control Department
City and County of San Francisco
1200 - 15th Street
San Francisco, California 94103

August 15, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

I am an animal control officer working for the City and County of San Francisco. Today I received a call to rescue a cat trapped between two buildings on Treat Street. My co-worker and I tried for an hour to free the cat without result. We then requested help from the San Francisco Fire Department. Truck 7, Rescue 2 and Battalion 6 responded.

The owners of the building were very concerned that it would be necessary to cut their structure (San Francisco Mime Troup). They are a non-profit group. The responding firefighters showed great sensitivity not only to the cat's plight but also to the building owners. They patiently and diligently exhausted every possible alternative, even going so far as to manufacture new rescue tools.

It became clear some cutting was required to free the cat. By this time the cat's owner had arrived. The firefighters were judicious and painstakingly precise, sparing the building and the animal any undue wear. The cat was recovered and given to its owner. This was not just a good rescue, it was a great one!

My strongest impression of your men and women goes a little further. They work in situations where they deal with human life and death. I certainly would understand if they were joking or cynical about a lowly cat's life, but they were not. The firefighters showed respect and compassion for the life of a small animal. In the words of Mahatma Ghandi, "a culture's greatness can be measured by the compassion it shows for animals."

You have some really great people on your team, thank you!

Sincerely,

/s/ MIKE HOLLAND
Shelter Office

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

July 18, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

I want to commend the crew from Station 3 which responded to 950 Franklin Street, on July 16, 1998, at 5:10 p.m.

All of them were wonderfully helpful with my problem which occurred in the garage space. Especially one of the young firefighters who got under the van getting his uniform very dirty and taping the hole in the fuel pipe. This stopped the gasoline that was leaking and which had been leaking all day apparently. This was a dangerous happening and without concern for himself, he continued to be gracious and knowledgeable. I cannot thank him enough for his kindness.

We, in San Francisco, have an excellent, rapid answering Fire Department. And also I know what it means to have one's uniform dirtied as my whole family - father, two uncles, son-in-law are all with the Police Department. I do remember when as a child, my father then being a foot policeman, would come home not only beaten but his uniform dirty and torn. My young mother would cry over him as she cleaned and repaired his uniform.

Thank you all once again.

Sincerely,

/s/ JEAN HYSON FABERT
950 Franklin Street, #56
San Francisco, CA 94109

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

August 13, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

I would like to take this opportunity to express my appreciation to you for availing the services of Captain Rod Bennett as a rater for our Firefighter Trainee Qualifications Board. Captain Bennett was a valuable member of the Board in a number of ways. He assumed a leadership role with regard to coordinating the interviews with the other raters and provided valuable insights regarding targeted recruitment efforts he undertook with your agency. It is my intention to contact Captain Bennett regarding further details of this recruitment in an effort to enhance future minority and female representation among the pools of successful applicants in our future Firefighter Trainee's examination processes. Please do not hesitate to contact me in the event that we can be of similar service to your agency.

Sincerely,

/s/ JUAN PHELPS
Senior Personnel Analyst
City of Richmond

* * * * *

August 17, 1998

Dear Chief Demmons:

I live at Menorah Park and want to thank your men of Medic 10, Jonathan Frank and John Wilkosz and all your medics for the kind and helpful way they help us.

Thanks again.

/s/ CAROL LUSTIG
3365 Sacramento Street, #455
San Francisco, CA 94118

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Institute for Sea Training
Ministry of Transport
57, Kitanakadori 5 chome
Kaka-ku, Yokohama-shi, KANAGAWA
231 JAPAN

August 5, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

It is my pleasure to inform you that, blessed with fair wind, we arrived at Honolulu safely today with successful fruitful ocean training after leaving your beautiful port of San Francisco.

Here, I would like to express my sincere gratitude for the heartfelt hospitality which we have received during our stay in San Francisco.

Particularly, it was really a pleasure for us to be seen off with the fine water jet performance by your Fireboat "phoenix" on our departure 17th July.

I believe that all of cadets and crew are enjoying wonderful memories and they wish to visit your city once more in the future.

Please give my best regards to all of your staff concerned.

Sincerely yours,

/s/ CAPT. YOSHINARI OKANO
Master, Training Ship Kaiwo Maru

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

San Francisco University High School
Summerbridge
3065 Jackson Street
San Francisco, California 94115

August 11, 1998

Lieutenant Edward Campbell
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Lieutenant Campbell:

Thank you very much for hosting Summerbridge students for the annual Occupational Field Trip Day on July 31, 1998. This event is truly one of the highlights of our program with students eagerly returning to tell all about their experience at your company. Your kindness and generosity are truly appreciated. Be assured that it has a positive effect on our students who are on a definite leadership track.

Summerbridge San Francisco is celebrating its 20th anniversary and we greatly appreciate your significant participation. We hope to see you next year.

Again, thank you for making our Occupational Field Trip Day such a meaningful experience for Summerbridge students.

Sincerely,

/s/ DAVID T. ESTRADA
Co-Director

SUSAN DINAPOLI
Co-Director

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

B) Personal Services Contract

Submitted for review and approval a proposed personal services contract in the amount of \$200,000 from Dr. James Outtz and Associates for the development and validation of a Cadet Program (H2 Firefighter selection process).

Commissioner Roeca moved and Commissioner Nakajo seconded.

Ms. Barbara Thomson commented that when she saw this item on the agenda she was at first concerned because she hadn't found it on the Civil Service Commission Agenda first for approval, as a personal services contract. She was pleased to see that someone as qualified and established as Dr. Outtz is being promoted as the personal services contractor for this item. He has extensive experience working in the area of validation, particularly in areas both for plaintiff and defense. She urged the Fire Commission to select someone as qualified for this opportunity because she thought it would assist in the diversity of this Department.

James Ahern, President, Local 798, commented in reference to Item 4.B) that he had three items he wished to bring to the Commission's and Chief's attention: Local 798 is interested in an update on the overall Cadet Program. In reference to the scope of services on pages one through five of the contract's Appendix, he didn't see any time lines. He wanted to raise that issue, unless they have been addressed in the contract itself. He may have overlooked that. The reason he raised time lines is because of the issue of the Cadet Program in reference to one of the Department's proposals to comply with the Stipulated Order, and secondarily is the Officer Training Program that his members are keenly interested in, in terms of when that Program will be dealt with and developed, in reference to the Cadet Program, time lines and an update. The timeliness of the different tasks produced by the consultant. This particular program, of several programs that the Department is attempting to accomplish within a certain time frame affects the other programs such as the Officer Training Program. If we could just get some information on the questions he raised it would be helpful to report back to the members.

Chief Demmons noted that one of the reasons the Department did opt to sole source the contract was because of the time lines necessary to be prepared to go to court in November. Dr. Outtz is aware of the time lines. He is also aware of the fact that we are looking at all of the promotional exams. Even though we have active lists it is important that we begin as quickly as possible because of the time it takes people to go through the program. That can affect their ability to move up and be promoted. He invited Mr. Ahern to contact him tomorrow and he will make available any information that he has.

Mr. Ahern thanked the Chief.

4. REGULAR CALENDAR - NEW BUSINESS

B) Personal Services Contract (Continued)

Acting President Roff said the Cadet Program has been something that has been discussed before. It has tremendous potential, and we are anxious to see it move along. This contract is a very positive step.

There were no further questions or discussion and the proposed personal services contract was approved on recommendation of Chief of Department.

C) City Attorney

Communication received from Deputy City Attorney John D. Cooper, dated August 18, 1998, submitting for Fire Commission's adoption settlement of the following:

Settlement of Attorneys' Fees (Stipulated Order) in the amount of \$32,415.32, covering the period April 1, 1998, to June 30, 1998. The proposed settlement relates to the case of USA v. CCSF, et al., USDC Action No. C84-7098 MHP and No. C84-1100 MHP.

Commissioner Nakajo moved and Commissioner Roeca seconded. There were no questions or discussion and the settlement of attorneys' fees was approved on recommendation of Chief of Department.

D) Public Comment

Francis Sperisen, President, Fire Safety Chapter of Local 21, wanted to discuss two subject matters, exploratory. A co-worker, Glenn Alston, filed a grievance regarding a possible consolidation of Fire Safety Inspectors into the uniformed ranks of the fire department. He filed this grievance on the belief that there was misleading information stemming from the Chief of Department all the way down to and including our Division leader, Aaron Stevenson. An example would be that Chief Demmons was at a NorCal Meeting one year, and he announced that he intended to absorb the Fire Safety Inspectors into the uniformed ranks, which happened to be an issue with Nor Cal. There was curiosity as to when that would ever occur. Not seeing any positive motion, Glenn filed this grievance. Yet, when he speaks to Chief Stevenson, who is kind of caught between saying yes it is going through, and I'm still waiting orders from the Chief of Department. There were meetings between Local 21 and the Fire Department regarding this merger. Chief Stevenson, was never involved, and it was a question in Glenn's mind as to why. The Fire

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

Department in the past has absorbed Arson in the 50's, Fireboat Pilots, Salvage Corps and the Paramedics more recently. The reason why this is brought to you now is just exploratory, to find out if the Fire Commission has even heard of such a proposition, and possibly alleviate a nasty grievance. That was the first item. And the second item is simply a letter he has addressed to the Fire Commission, which he gave to the Secretary, for distribution. He will await comment. This item regards Department headquarters, the proposed move. It, too, is exploratory.

Chief Demmons commented that first he would like to respond that Chris Stevenson doesn't report directly to him, he reports to a Deputy Chief. And I think for him (Sperisen) to speak about any conversation between him and Chief Stevenson ... he is not in a position to speak as to what occurred. Any time that he or any other union representative wants to talk to him about what's going on they can do so.

Mr. Sperisen commented that unfortunately we have not received satisfactory communications, and that is why he is just using exploratory research, which is to find out what the Fire Commission knows, if, in fact, anything. And, if it is nothing, so be it.

Jack Lee, attorney for Plaintiff/Intervenors, asked to make a few comments with respect to the matter that Ms Barbara Thomson raised in her letter to the Commission, and some of the statistics that were debated back and forth with respect to under/over representation of minorities in the Department.

Secretary Connors interrupted to advise the Commission and public, that this matter has been scheduled for the next meeting because President Fernandez-Pifer is absent this evening.

Acting President Roff said that he didn't wish to inconvenience Mr. Lee, but unfortunately, neither the President nor Commissioner Soulis could be here tonight.

Secretary Connors indicated that President Fernandez-Pifer asked that the matter be calendared for September 10th, and that Ms. Thomson and Mr. McNeill be notified.

Mr. Lee said he was under the impression that it was tonight, and that he would return on September 10th.

Acting President Roff commented that he noticed on television yesterday that several paramedics went before the Board of Supervisors concerning ambulance work schedules. There have been ongoing discussions, and the Department is making a great deal of effort to assure that the problems are promptly addressed. He was surprised to see the matter moved out of the forum of departmental discussions into a more politicized forum. He asked Chief Demmons for a brief report.

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

Chief Demmons commented that he, too, was surprised because we had pretty much reached agreement on everything except the question of 12 hours vs. 24 hours. We were in the process of setting up a final meeting before we went to the Mayor, who had requested the Department to prepare a proposal and bring it to him in a meeting. As a result of some of the unfounded accusations and statements that were made in terms of the possibility of people being in position where public safety was being jeopardized from the paramedics inability to properly drive the ambulances to treatment for the public, the Mayor requested that the Department finalize its proposal this week, which we did. He complimented the individuals who worked so hard on the proposal - Assistant Chief Richard Shortall, Dr. Marshal Isaacs, Deputy Chief Gamble, and Binnie Singh, and everyone else who worked very hard these past few days to finalize the proposal. We had a meeting today with the Mayor, and obviously he is very concerned about the statements made. There has been some retraction on behalf of some of the individuals.

Acting President Roff said it was clear that the problem was being addressed in a very serious way. The number of calls ... and the response time seems to be very rapid, very effective and very efficient, and everyone should be congratulated.

Chief Demmons asked Marshal Isaacs, MD, EMS, to comment on the results of a patient care survey he concluded.

Dr. Isaacs and Assistant Chief Shortall, EMS, took a seat at the table. Dr. Isaacs commented that he wanted to state emphatically for the record that he is 100 percent certain that the commitment of Chief Demmons, the Deputy Chiefs, the EMS Division, and shared by this Commission, to address the workload issues to ensure quality patient care is 110 percent. He also wanted to state emphatically that there has been no evidence whatsoever that clinical care has ever been compromised during the 24-hour shift. We look at a number of indicators to try to address just how good a job our paramedics, and EMTs for that matter, are performing, whether it be at the beginning or end of the shift. Some of those indicators are tough to measure. One indicator that is not difficult to measure is the number of EMS claims received by the City regarding our paramedic and EMT function. We did some checking and what we found was that during 1996 approximately eight lawsuits were filed against the City regarding paramedic service. For the six months prior to the merger (January 1 - June 30, 1997) there were nine lawsuits filed against the City. During the six months after the merger (July 1, 1997 - December 31, 1997) there were only two lawsuits regarding EMS. And from January 1998 to today there have been zero lawsuits. He was not exactly certain what that means, but it certainly seems to indicate that the Department is doing an excellent job clinically.

Acting President Roff agreed that it certainly seems to be an indicator that you provide outstanding service.

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

Chief Demmons added that these paramedics overwhelmingly are doing an outstanding job. It is a blessing to the citizens and the Department. We are concerned about the minimum base line calls, which is ten. To reiterate, we are doing everything possible. We have taken some steps and will continue to do that, because we are concerned about any of our people who are working beyond the level that they should be.

Acting President Roff commented that it is hardly a scientific survey, and it may be just a factor of his age, but anecdotally he hears so many comments from acquaintances about the services provided for medical response. The service has been prompt both by the engine companies and the ambulances.

James Ahern, President, Local 798, indicated he wanted to comment in reference to Engine/Truck Company response to any emergency medical service. Firefighters are responding, working through the integration of the paramedic functions in the San Francisco Fire Department. Local 798 represents several of those ranks - H3 Firefighter/Paramedic, H33 Fire/Paramedic Captain, and H43 EMS Section Chief. We do what we can to assist in making sure that the operational issues are discussed through the Committee work and through meet and confer, which is the process we use. He appreciates the Commission allaying any fears and trying to get to the root of any possible misunderstanding that may have developed, because firefighters in the field are responding day in and day out to the calls, and doing so in an admirable fashion.

Acting President Roff agreed. There was no question. His comments were not intended to slight anyone. The efforts are universal throughout the Department, and everyone should be congratulated.

There being no further business to come before the Commission, the meeting was adjourned at 6:30 p.m.

Raymond G. Connors
Secretary

10/98

JOURNAL OF PROCEEDINGS DOCUMENTS DEPT.

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MINUTES

FIRE COMMISSION

Regular Meeting - Thursday - September 10, 1998 - 6:00 p.m.
260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:

President Rosemarie Fernandez-Pifer
Vice President Hadley R. Roff
Commissioner Ted N. Soulis

Commissioner Stephen A. Nakajo and Commissioner Russell S. Roeca
were excused for business reasons.

Robert L. Demmons
Harold E. Gamble
Patrick W. White
Lorrie A. Kalos

- Chief of Department
- Deputy Chief - Operations
- Deputy Chief - Administration (Acting)
- Assistant Deputy Chief - Support Services

Chief Officers - Staff:

Aaron C. Stevenson
Bernie F. Lee

- Fire Marshal
- Management Services

Chief Officers - Firefighting Services:

Joseph J. Mazeau
Gary L. Musante
Arthur W. Kenney
Ray Balzarini
Richard C. Shortall

- Division 1 (Acting)
- Division 2
- Division 3
- Division of Airports
- Emergency Medical Services

2. Approval of the minutes of the Regular Meeting of August 27, 1998.

Vice President Roff moved and Commissioner Soulis seconded.
There were no questions or discussion and the minutes were approved as
presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "K") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A) Retirements

Communications received from Retirement Board indicating the following members have retired:

			<u>Retirement Date</u>
Moreno, Gilbert A.	H29 Sp. Svcs. Officer	Service	Aug. 15, 1998
Millard, Terry	H20 Lieutenant	Service	Aug. 27, 1998
Wagner, Bruce K.	H20 Lieutenant	Service	Aug. 11, 1998
Connell, Timothy J.	H2 Firefighter	Ind. Svc.	Aug. 27, 1997
Phillipposian, Gregory S.	H2 Firefighter	Service	Jul. 31, 1998
Stanfield, Michael J.	H2 Firefighter	Service	Aug. 18, 1998

(Note: Retirement Certificates will be presented at
Fire Commission meeting of October 22, 1998)

B) Monthly Report - Training

Submitting monthly report from Division of
Training for August, 1998.

C) Correction of Minutes

Reporting the following correction:

The effective date of Permanent Exempt
appointment of H51 Assistant Deputy Chief
Lorrie A. Kalos has been changed from
June 20, 1998, to June 2, 1998.
(Item 3D - Fire Commission Minutes 08-13-98)

The Probationary appointment of H20 Lieutenant
William J. Clark has been changed to vice:
New Position 1998-99, Airport; instead of
New Position 1998-99, Treasure Island.
(Item 3C - Fire Commission Minutes 08-27-98)

3. CONSENT CALENDAR

D) Modification of Discipline

Reporting that the Chief of Department pursuant to a settlement agreement has withdrawn Captain Thomas Harvey's, Lieutenant Mario Ballard's, and Lieutenant Peter Schembri's two-day suspensions for violating Section 2805 - Leadership (Item 3E - Fire Commission Minutes 07-24-97). Instead, letters of reprimand reflecting the misconduct have been issued.

E) Permanent Exempt Appointment

Reporting the following PERMANENT EXEMPT appointment:

EFFECTIVE DATE - AUGUST 31, 1998

H18 Coordinator of Community Services

Fernando Juarez
(vice: Earl Gage,
retired)

F) Provisional Appointments

Reporting the following PROVISIONAL appointments:

EFFECTIVE DATE - AUGUST 21, 1998

H33 Fire/Paramedic Captain

Philip R. Harvey
(vice: TX from 2534
Paramedic Captain)

EFFECTIVE DATE - AUGUST 25, 1998

Ehrhardt Groothoff
(vice: TX from 2534
Paramedic Captain)

3. CONSENT CALENDAR

G) Permanent Appointment

Reporting the following PERMANENT appointment:

EFFECTIVE DATE -AUGUST 25, 1998

1231 Assistant Manager, EEO Programs

Evette Taylor-Wilton

H) Leaves of Absence

Submitting requests for leaves of absence with pay for the following:

Captain Garry Bradford, Bureau of Equipment, for two days, August 31 and September 1, 1998, in order to travel to Ephrata, Pennsylvania, for final inspection of the LTI Aerial Ladder Trucks prior to acceptance. The cost for transportation and lodging is paid by LTI. Captain Bradford will not be replaced.

Michael Taylor, MIS Director, for two days, September 11 and September 14, 1998, in order to attend the annual NFIC Conference in Albuquerque, New Mexico. The cost for transportation and lodging is paid by NFIC. Mr. Taylor will not be replaced.

I) Accidents

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

	Accident ____No.____	Date	Serial ____No.____	Category	Recommendation
B.F.P.	98-9-019	08-01-98	111	B	Bill
Off: Lt. Peter Schembri					
Cause: Rear end collision - BFP vehicle, while stopped, was struck in the rear by another vehicle					

3. CONSENT CALENDAR

I) Accidents (Continued)

Medic 1 98-9-020 08-04-98 726 B Bill
 Drv: Fire/Rescue Paramedic Eric Storey

Cause: Intersection - Medic 1 ,after stopping at a red light to turn into Market Street, was struck by a vehicle that turned into Medic 1's lane

Rescue 2 98-9-021 08-06-98 881 A File
 Off: Lt. David Carroll; Drv: FF William Lafferty

Cause: Overhead obstruction - Res 2, while repositioning at an incident, struck a tree limb

Engine 2 98-9-022 08-07-98 596 A File
 Off: Lt. Jon Del Bino; Drv: FF Jerry Chiang

Cause: Misjudged clearance - Eng 2, while making a right turn, struck a parked vehicle

EMS RC 3 98-9-023 08-07-98 918 A File
 Off: Paramedic Captain Nancy Nowicki

Cause: Misjudged clearance - EMS RC 3, while backing into quarters, struck a parked vehicle

Engine 2 98-9-024 08-07-98 596 B Bill
 Off: Lt. Jon Del Bino; Drv: FF Jerry Chiang

Cause: Misjudged clearance - Eng 2 was stopped at a signal when an auto pulled up next to it; when the light change, both vehicles moved at the same time causing collision

EMS RC 3 98-9-025 08-08-98 918 B Bill
 Off: Paramedic Captain John Cavanaugh

Cause: Hit and run - EMS RC 3 was struck while parked at an incident by a vehicle that failed to stop

Engine 26 98-9-026 08-08-98 583 A File
 Off: Lt. Edward Moy; Drv: FF Leonel Tingin

Cause: Misjudged clearance - Eng 26, while backing down a street at an incident, struck a parked vehicle; guides were posted

3. CONSENT CALENDAR

I) Accidents (Continued)

Engine 1 98-9-027 08-10-98 501 A File
Off: Capt. Richard McGee; Drv: FF Earl Dunn

Cause: Excessive speed - Eng 1, while responding to an incident and making a right hand turn, struck a pickup truck stopped at the light (while braking in the turn, the wheels appeared to lock causing a loss of steering control)

Engine 41 98-9-028 08-12-98 511 C File
Off: Capt. David Sullivan; Drv: FF Charles Baker

Cause: Misjudged clearance - Eng 41, while in rush hour traffic, grazed the left side of a vehicle travelling in the same direction

Battalion 4 98-9-029 08-13-98 913 B Bill
Off: B/C Paul Jones; Drv: C/A Vincent Pampanin

Cause: Rear end collision - Batt 4, while stopped in traffic, was struck from behind

Engine 25 98-9-030 08-14-98 589 A File
Off: T/Lt. Anthony Serpa; Drv: FF Robert Reed

Cause: Misjudged clearance - Eng 25, while exiting quarters, struck the apparatus doorway

Engine 31 98-9-031 08-16-98 586 A File
Off: Lt. Joseph Douglass; Drv: FF Michael Parker

Cause: Misjudged clearance - Eng 31, while repositioning in front of quarters, grazed Trk 14

Engine 11 98-9-032 08-16-98 591 A File
Off: Capt. Edward Roland; Drv: FF Kenneth Hupke

Cause: Misjudged clearance - Eng 11, while responding to a fourth alarm, grazed a parked vehicle

Engine 20 98-8-033 08-17-98 582 A File
Off: Capt. Tyrone Rockett; Drv: FF Gordon Brown

Cause: Misjudged clearance - Eng 20, while turning down a narrow road, grazed an illegally parked vehicle

3. CONSENT CALENDAR

I) Accidents (Continued)

Engine 9	98-9-034	08-21-98	509		
Off: Lt. Dennis Sutter;	Drv: FF Michael Cuddy			A	File

Cause: Misjudged clearance - Eng 9, while pulling into the driveway of Station 42, struck the fender of a parked vehicle

Note:

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

J) Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries, August 8 through August 21, 1998.

3. CONSENT CALENDAR

K) Temporary Appointments

Reporting having made 420 temporary appointments August 8 through August 21, 1998.

Vice President Roff moved and Commissioner Soulis seconded. There were no questions or discussion and Items "A" through "K" on the Consent Calendar were approved or ordered filed as appropriate.

3. CONSENT CALENDAR

K) Temporary Appointments (Continued)

Report having made 420 temporary appointments during Payroll Period August 8 through August 21, 1998.

NAME	Present RANK	Higher RANK	NO.OF DAYS WORKED	DATES
WHITE PATRICK	0050	0150	10	08/10/98 08/21/98
ASARO JOSEPH	0040	0050	9	08/10/98 08/21/98
BARBANO MARK J	0040	0050	1	08/08/98 08/08/98
BRACCO RICHARD D	0040	0050	8	08/10/98 08/20/98
CARDINALE FRANK T	0040	0050	2	08/20/98 08/21/98
CARDINALE FRANK T	0040	0050	2	08/14/98 08/15/98
CARDINALE FRANK T	0040	0050	2	08/08/98 08/09/98
FERRY JAMES C	0040	0050	1	08/21/98 08/21/98
FRISELLA DAVID A	0040	0050	7	08/09/98 08/21/98
JONES PAUL D	0040	0050	1	08/08/98 08/08/98
LEE JOHN J	0040	0050	2	08/14/98 08/15/98
MALONEY GEORGE W	0040	0050	2	08/18/98 08/19/98
MALONEY GEORGE W	0040	0050	2	08/15/98 08/16/98
MAZEAU JOSEPH J	0040	0050	4	08/17/98 08/21/98
SANCHEZ FEDERICO J	0040	0050	2	08/11/98 08/12/98
SIMI ANTHONY M	0040	0050	1	08/21/98 08/21/98
TRAVERSARO JOHN M	0040	0050	2	08/15/98 08/16/98
TRAVERSARO JOHN M	0040	0050	2	08/09/98 08/10/98
BRADEN JIMMIE T	0030	0040	2	08/08/98 08/09/98
CAREY WILLIAM G	0030	0040	2	08/20/98 08/21/98
CAREY WILLIAM G	0030	0040	6	08/08/98 08/15/98
CARLOMAGNO JOSEPH	0030	0040	2	08/20/98 08/21/98
CARLOMAGNO JOSEPH	0030	0040	2	08/17/98 08/18/98
CARLOMAGNO JOSEPH	0030	0040	2	08/11/98 08/12/98
CARLOMAGNO JOSEPH	0030	0040	2	08/08/98 08/09/98
GEE EDWARD N	0030	0040	2	08/17/98 08/18/98
GONZALES MARCUS A	0030	0040	2	08/09/98 08/10/98
HAYES WHITE JOANNE	0030	0040	7	07/28/98 08/06/98
KELBER PHILIP S	0030	0040	4	08/10/98 08/14/98
LEAL GARY S	0030	0040	2	08/09/98 08/10/98
LEANIO PHILIP F	0030	0040	2	08/20/98 08/21/98
MASSETANI GARY	0030	0040	10	08/10/98 08/21/98
MCLAUGHLIN PATRICK	0030	0040	6	08/11/98 08/18/98
NOLAN VINCENT J	0030	0040	7	08/08/98 08/20/98
ODONNELL EDWARD JR	0030	0040	2	08/19/98 08/20/98
PEEFF JOHN T	0030	0040	2	08/18/98 08/19/98
ROYBAL PETER D	0030	0040	2	08/20/98 08/21/98
ROYBAL PETER D	0030	0040	2	08/14/98 08/15/98
ROYBAL PETER D	0030	0040	2	08/11/98 08/12/98
ROYBAL PETER D	0030	0040	2	08/08/98 08/09/98

3. CONSENT CALENDAR

K) Temporary Appointments (Continued)

SULLIVAN DAVID R	0030	0040	1	08/21/98	08/21/98
SULLIVAN DAVID R	0030	0040	2	08/09/98.	08/10/98
WILHELM ROGER J	0030	0040	2	08/08/98	08/09/98
FARRIS KENNETH	0030	0039	10	08/10/98	08/21/98
KOCHEVAR RICHARD	0030	0039	8	08/10/98	08/20/98
RYAN THOMAS	0030	0039	10	08/10/98	08/21/98
AHERN JOHN W	0020	0030	2	08/17/98	08/18/98
AHERN JOHN W	0020	0030	6	08/08/98	08/15/98
AHUMADA MICHAEL R	0020	0030	8	08/08/98	08/18/98
ARTEMOFF GEORGE S	0020	0030	1	08/21/98	08/21/98
BARAONA EUGENE A	0020	0030	2	08/19/98	08/20/98
BARAONA EUGENE A	0020	0030	2	08/16/98	08/17/98
BARAONA EUGENE A	0020	0030	2	08/13/98	08/14/98
BARAONA EUGENE A	0020	0030	2	08/10/98	08/11/98
BARTELS WILLIAM J	0020	0030	2	08/09/98	08/10/98
BATISTE WALTER D	0020	0030	2	08/20/98	08/21/98
BATISTE WALTER D	0020	0030	2	08/14/98	08/15/98
BONNIE WM SCOTLAND	0020	0030	1	08/21/98	08/21/98
BONNIE WM SCOTLAND	0020	0030	2	08/18/98	08/19/98
BONNIE WM SCOTLAND	0020	0030	4	08/12/98	08/16/98
CASSIDY STEPHEN H	0020	0030	2	08/08/98	08/09/98
CASTAGNOLA MICHAEL	0020	0030	2	08/08/98	08/09/98
COBO MATIAS	0020	0030	1	08/08/98	08/08/98
CONNORS JAMES M	0020	0030	2	08/15/98	08/16/98
COYNE JAMES M	0020	0030	2	08/09/98	08/10/98
CUNNIE MICHAEL J	0020	0030	2	08/16/98	08/17/98
DEALBA FERNANDO	0020	0030	2	08/09/98	08/10/98
DITO AUSTIN M	0020	0030	2	08/14/98	08/15/98
DITO RAYMOND E	0020	0030	2	08/20/98	08/21/98
DITO RAYMOND E	0020	0030	2	08/17/98	08/18/98
DITO RAYMOND E	0020	0030	2	08/11/98	08/12/98
DRYDEN DONALD K	0020	0030	2	08/15/98	08/16/98
ERLER RUDOLPH L	0020	0030	2	08/19/98	08/20/98
FLAHERTY STEPHEN A	0020	0030	2	08/19/98	08/20/98
FLAHERTY STEPHEN A	0020	0030	2	08/13/98	08/14/98
FORBES JOHN J III	0020	0030	2	08/20/98	08/21/98
FORBES JOHN J III	0020	0030	2	08/17/98	08/18/98
FREDIANI DONALD L	0020	0030	3	08/18/98	08/21/98
FREDIANI DONALD L	0020	0030	4	08/09/98	08/13/98
GALLEGOS THOMAS M	0020	0030	2	08/19/98	08/20/98
GARIBALDI ANTHONY ALFRED	0020	0030	2	08/09/98	08/10/98
GARRY KEVIN J	0020	0030	3	08/18/98	08/21/98
GUTIERREZ RICHARD	0020	0030	2	08/16/98	08/17/98
GUTIERREZ RICHARD	0020	0030	3	08/08/98	08/11/98
HANSEN JERRY E	0020	0030	4	08/08/98	08/12/98
JOHNSON MARK JEFFREY	0020	0030	1	08/21/98	08/21/98
JOHNSON MARK JEFFREY	0020	0030	4	08/09/98	08/13/98

3. CONSENT CALENDAR

K) Temporary Appointments (Continued)

KUBEL DENNIS	0020	0030			
LARKIN HENRY J	0020	0030	4	08/14/98	08/18/98
LARKIN HENRY J	0020	0030	1	08/21/98	08/21/98
LAUER RICHARD L	0020	0030	2	08/18/98	08/19/98
LAUER RICHARD L	0020	0030	2	08/15/98	08/16/98
LEE JAMES J	0020	0030	2	08/12/98	08/13/98
LEONARD ALLAN J	0020	0030	4	08/17/98	08/21/98
LEONARD ALLAN J	0020	0030	2	08/20/98	08/21/98
LEONARD ALLAN J	0020	0030	2	08/14/98	08/15/98
LIGGINS EDWARD JR	0020	0030	2	08/08/98	08/12/98
MCDONAGH JAMES R	0020	0030	1	08/21/98	08/21/98
MCDONAGH JAMES R	0020	0030	2	08/12/98	08/13/98
MCHUGH JAMES E	0020	0030	2	08/09/98	08/10/98
MOLINARI RAYMOND L	0020	0030	3	08/08/98	08/11/98
MONTAGUE GARY M	0020	0030	2	08/09/98	08/10/98
MONTAGUE GARY M	0020	0030	2	08/19/98	08/20/98
MONTAGUE GARY M	0020	0030	2	08/16/98	08/17/98
MURRAY THOMAS E	0020	0030	2	08/13/98	08/14/98
MURRAY THOMAS E	0020	0030	2	08/17/98	08/18/98
MURRAY THOMAS E	0020	0030	2	08/14/98	08/15/98
NEWMAN DENISE LUCY	0020	0030	2	08/11/98	08/12/98
CONNOR JAMES J	0020	0030	2	08/09/98	08/10/98
CONNOR JAMES J	0020	0030	2	08/20/98	08/21/98
CONNOR JAMES J	0020	0030	2	08/17/98	08/18/98
CONNOR JAMES J	0020	0030	2	08/14/98	08/15/98
OLLER ROBERT G	0020	0030	2	08/11/98	08/12/98
OLLER ROBERT G	0020	0030	1	08/21/98	08/21/98
OUTLEY JAMES A	0020	0030	2	08/09/98	08/10/98
PINKARD HARRY T	0020	0030	2	08/08/98	08/09/98
PINKARD HARRY T	0020	0030	2	08/19/98	08/20/98
PINKARD HARRY T	0020	0030	2	08/16/98	08/17/98
PINKARD HARRY T	0020	0030	2	08/13/98	08/14/98
PLESCIA MATTHEW V	0020	0030	2	08/10/98	08/11/98
RELEI ROBERT E	0020	0030	2	08/19/98	08/20/98
RIEMER JAMES G	0020	0030	2	08/18/98	08/19/98
RIEMER JAMES G	0020	0030	2	08/17/98	08/18/98
RIPOLL GEORGE J	0020	0030	4	08/11/98	08/15/98
RIPOLL GEORGE J	0020	0030	1	08/21/98	08/21/98
RIPOLL GEORGE J	0020	0030	2	08/18/98	08/19/98
RIPOLL GEORGE J	0020	0030	2	08/12/98	08/13/98
RIZOTTO ALFRED C	0020	0030	2	08/09/98	08/10/98
ROSS MARTY A	0020	0030	2	08/12/98	08/13/98
ROSS MARTY A	0020	0030	2	08/18/98	08/19/98
SOULE ANTHONY P	0020	0030	2	08/15/98	08/16/98
SOULE ANTHONY P	0020	0030	4	08/17/98	08/21/98
STEWART GREGORY	0020	0030	2	08/08/98	08/09/98
VASQUEZ MANUEL M	0020	0030	3	08/08/98	08/11/98
VASQUEZ MANUEL M	0020	0030	2	08/14/98	08/15/98
VASQUEZ MANUEL M	0020	0030	2	08/11/98	08/12/98
VASQUEZ MANUEL M	0020	0030	2	08/08/98	08/09/98

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K) Temporary Appointments (Continued)

WALSH FREDERICK C	0020	0030	2	08/17/98	08/18/98
BANFORD ETHAN	0020	0028	8	08/10/98	08/21/98
CASTELLANOS RUDOLPH	0020	0028	5	08/10/98	08/14/98
DEA EDMUND	0020	0028	10	08/10/98	08/21/98
FIELDS MONICA	0020	0028	10	08/10/98	08/21/98
HALE REX	0020	0028	10	08/10/98	08/21/98
HIGGINS JOSEPH	0020	0028	10	08/10/98	08/21/98
JONES GREGORY	0020	0028	7	08/10/98	08/21/98
LABRADO RUDOLPH	0020	0028	5	08/10/98	08/21/98
MCGREGOR RAEMONA	0020	0028	10	08/10/98	08/21/98
WILSON JOSEPH	0020	0028	10	08/10/98	08/21/98
CHAN WING CHUNG	0010	0020	2	08/13/98	08/14/98
CHAN WING CHUNG	0010	0020	2	08/10/98	08/11/98
FERRANDO JOHN J	0010	0020	2	08/11/98	08/12/98
GRIFFEY NIKKI P	0010	0020	2	08/18/98	08/19/98
GRIFFEY NIKKI P	0010	0020	3	08/08/98	08/12/98
MORRISON JOSEPH	0010	0020	2	08/19/98	08/20/98
MORRISON JOSEPH	0010	0020	6	08/10/98	08/17/98
OWEN KENNETH H	0010	0020	1	08/21/98	08/21/98
OWEN KENNETH H	0010	0020	2	08/18/98	08/19/98
OWYANG GREGORY	0010	0020	7	07/27/98	08/06/98
STEINHOFF LESLIE C	0010	0020	1	08/08/98	08/08/98
VANDERVENNET JOHN	0010	0020	2	08/17/98	08/18/98
BACCIOCCO LOUIS F	0002	0020	2	08/16/98	08/17/98
BAILON THOMAS R	0002	0020	1	08/21/98	08/21/98
BAILON THOMAS R	0002	0020	2	08/18/98	08/19/98
BAILON THOMAS R	0002	0020	2	08/12/98	08/13/98
BALMY ALEC MICHAEL	0002	0020	2	08/19/98	08/20/98
BALMY ALEC MICHAEL	0002	0020	2	08/16/98	08/17/98
BALMY ALEC MICHAEL	0002	0020	2	08/13/98	08/14/98
BALMY ALEC MICHAEL	0002	0020	2	08/10/98	08/11/98
BARNES CARL ANTHONY	0002	0020	1	08/21/98	08/21/98
BARNES CARL ANTHONY	0002	0020	2	08/15/98	08/16/98
BARNES CARL ANTHONY	0002	0020	2	08/09/98	08/10/98
BARNES CARL ANTHONY	0002	0020	2	08/19/98	08/20/98
BECKERLEY JOHN G	0002	0020	7	08/08/98	08/17/98
BECKERLEY JOHN G	0002	0020	2	08/20/98	08/21/98
BERTOLLO WALTER R	0002	0020	2	08/14/98	08/15/98
BERTOLLO WALTER R	0002	0020	2	08/21/98	08/21/98
BLACKBURN ROBERT G	0002	0020	1	08/15/98	08/16/98
BLACKBURN ROBERT G	0002	0020	2	08/11/98	08/12/98
BOTELHO ERIC J	0002	0020	2	08/08/98	08/09/98
BOTELHO ERIC J	0002	0020	2	08/20/98	08/21/98
BUSALACCHI RICHARD	0002	0020	6	08/08/98	08/15/98
BUSALACCHI RICHARD	0002	0020	2	08/10/98	08/11/98
CALKIN ELBERT R	0002	0020	2		

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K) Temporary Appointments (Continued)

CALZOLAI FRANCO S	0002	0020	1	08/08/98	08/08/98
CHARLTON MICHAEL B	0002	0020	2	08/19/98	08/20/98
CHARLTON MICHAEL B	0002	0020	2	08/16/98	08/17/98
CHARLTON MICHAEL B	0002	0020	3	08/08/98	08/14/98
CHRISTOBAL CLYDE M	0002	0020	2	08/17/98	08/18/98
CHRISTOBAL CLYDE M	0002	0020	4	08/08/98	08/12/98
CHU EDWARD Y	0002	0020	9	08/08/98	08/20/98
CHUNG JOHN FRANK	0002	0020	2	08/15/98	08/16/98
COE SARA	0002	0020	2	08/08/98	08/09/98
COFFEY STEPHEN P	0002	0020	1	08/21/98	08/21/98
COTTON MICHAEL A	0002	0020	2	08/16/98	08/17/98
COTTON MICHAEL A	0002	0020	2	08/13/98	08/14/98
CRISPEN DEAN MATHEW	0002	0020	4	08/08/98	08/12/98
CUNNANE JAMES P	0002	0020	2	08/20/98	08/21/98
CUNNANE JAMES P	0002	0020	4	08/11/98	08/15/98
CUPIDO RONALD LIONEL	0002	0020	2	08/15/98	08/16/98
DAWLEY DAVID	0002	0020	4	08/14/98	08/18/98
DELANE MICHAEL W	0002	0020	2	08/17/98	08/18/98
DELANE MICHAEL W	0002	0020	2	08/08/98	08/09/98
DIAZ CHRISTOPHER A	0002	0020	2	08/15/98	08/16/98
DILUZIO JOHN A	0002	0020	2	08/11/98	08/12/98
DUNN GERALD R	0002	0020	1	08/21/98	08/21/98
DUNN GERALD R	0002	0020	2	08/18/98	08/19/98
FALLS GARY J	0002	0020	2	08/17/98	08/18/98
FARAC STEPHEN N	0002	0020	2	08/16/98	08/17/98
FARAC STEPHEN N	0002	0020	2	08/13/98	08/14/98
FARAC STEPHEN N	0002	0020	2	08/10/98	08/11/98
GISSLER JACK A	0002	0020	4	08/17/98	08/21/98
GISSLER JACK A	0002	0020	2	08/14/98	08/15/98
GISSLER JACK A	0002	0020	4	08/08/98	08/12/98
GOGGIN DONALD JAMES	0002	0020	2	08/19/98	08/20/98
GOGGIN DONALD JAMES	0002	0020	5	08/08/98	08/14/98
GREGORY STEPHAN H	0002	0020	2	08/12/98	08/13/98
GREGORY STEPHAN H	0002	0020	2	08/09/98	08/10/98
HANAVAN WILLIAM F	0002	0020	2	08/16/98	08/17/98
HANAVAN WILLIAM F	0002	0020	2	08/13/98	08/14/98
HANLEY JOHN F	0002	0020	2	08/10/98	08/11/98
HANLEY JOHN F	0002	0020	1	08/21/98	08/21/98
HAYES MARK T	0002	0020	2	08/15/98	08/16/98
HAYES MARK T	0002	0020	2	08/12/98	08/13/98
HAYES MARK T	0002	0020	2	08/09/98	08/10/98
HAYES MARK T	0002	0020	4	08/10/98	08/17/98
HERRERA RUBEN	0002	0020	2	08/19/98	08/20/98
HESTER JOHN W	0002	0020	2	08/16/98	08/17/98
HESTER JOHN W	0002	0020	2	08/13/98	08/14/98
HESTER JOHN W	0002	0020	2	08/10/98	08/11/98
HESTER JOHN W	0002	0020	2	08/19/98	08/20/98
HOGAN WILLIAM D	0002	0020	2	08/16/98	08/17/98

3. CONSENT CALENDAR

K) Temporary Appointments (Continued)

HOGAN WILLIAM D	0002	0020	3	08/08/98	08/14/98
HUPKE KENNETH W	0002	0020	2	08/18/98	08/19/98
HUPKE KENNETH W	0002	0020	2	08/12/98	08/13/98
HUPKE KENNETH W	0002	0020	2	08/09/98	08/10/98
HURTADO VICTOR GABRIEL	0002	0020	3	08/18/98	08/21/98
HURTADO VICTOR GABRIEL	0002	0020	2	08/15/98	08/16/98
HURTADO VICTOR GABRIEL	0002	0020	4	08/09/98	08/13/98
JACKSON ROBERT C	0002	0020	2	08/13/98	08/14/98
JONES KENNETH R	0002	0020	2	08/20/98	08/21/98
JONES KENNETH R	0002	0020	2	08/14/98	08/15/98
JONES KENNETH R	0002	0020	2	08/11/98	08/12/98
JONES KENNETH R	0002	0020	2	08/08/98	08/09/98
KANNISTO RICHARD A	0002	0020	2	08/18/98	08/19/98
KANNISTO RICHARD A	0002	0020	2	08/09/98	08/10/98
KING JOSEPH L	0002	0020	1	08/21/98	08/21/98
KING JOSEPH L	0002	0020	6	08/09/98	08/16/98
KNIGHT ROHAN	0002	0020	1	08/21/98	08/21/98
KNIGHT ROHAN	0002	0020	2	08/18/98	08/19/98
KNIGHT ROHAN	0002	0020	2	08/12/98	08/13/98
KNIGHT ROHAN	0002	0020	2	08/09/98	08/10/98
KOENIG WILLIAM G	0002	0020	2	08/19/98	08/20/98
KOENIG WILLIAM G	0002	0020	2	08/16/98	08/17/98
KOENIG WILLIAM G	0002	0020	3	08/08/98	08/11/98
LAU KERBY	0002	0020	1	08/21/98	08/21/98
LAU KERBY	0002	0020	2	08/15/98	08/16/98
LAU KERBY	0002	0020	2	08/12/98	08/13/98
LAU KERBY	0002	0020	2	08/09/98	08/10/98
LEE ARNIE	0002	0020	2	08/12/98	08/13/98
LEE SONNY JAK	0002	0020	3	08/18/98	08/21/98
LEE SONNY JAK	0002	0020	4	08/09/98	08/13/98
LOMBARDI KENNETH A	0002	0020	2	08/17/98	08/18/98
MAGNUSEN LONNIE H	0002	0020	1	08/21/98	08/21/98
MAGNUSEN LONNIE H	0002	0020	2	08/18/98	08/19/98
MAGNUSEN LONNIE H	0002	0020	2	08/15/98	08/16/98
MAGNUSEN LONNIE H	0002	0020	4	08/09/98	08/13/98
MCELHENNEY KATHLEEN CECEIL	0002	0020	2	08/12/98	08/13/98
MCHUGH PAUL M	0002	0020	4	08/17/98	08/21/98
MCHUGH PAUL M	0002	0020	2	08/14/98	08/15/98
MCHUGH PAUL M	0002	0020	2	08/11/98	08/12/98
MCHUGH PAUL M	0002	0020	2	08/08/98	08/09/98
MCPARTLAN STEPHEN ANTHONY	0002	0020	2	08/08/98	08/09/98
MERRILL CLIFTON D	0002	0020	1	08/21/98	08/21/98
MERRILL CLIFTON D	0002	0020	2	08/15/98	08/16/98
MIELKE ROBERT T	0002	0020	1	08/21/98	08/21/98
MIELKE ROBERT T	0002	0020	2	08/18/98	08/19/98
MIELKE ROBERT T	0002	0020	2	08/15/98	08/16/98
MIELKE ROBERT T	0002	0020	2	08/09/98	08/10/98
MULHAIR LESLIE K	0002	0020	2	08/19/98	08/20/98
MULHAIR LESLIE K	0002	0020	2	08/13/98	08/14/98

3. CONSENT CALENDAR

K) Temporary Appointments (Continued)

MULHAIR LESLIE K	0002	0020	3	08/08/98	08/11/98
MUNIZ ROBERT P	0002	0020	2	08/19/98	08/20/98
MUNIZ ROBERT P	0002	0020	4	08/13/98	08/17/98
OSHEA JOHN P	0002	0020	3	08/08/98	08/11/98
OSULLIVAN KEVIN EDWARD	0002	0020	2	08/20/98	08/21/98
OSULLIVAN KEVIN EDWARD	0002	0020	2	08/17/98	08/18/98
OSULLIVAN KEVIN EDWARD	0002	0020	2	08/14/98	08/15/98
PARENT JOHN C	0002	0020	2	08/15/98	08/16/98
PAUL ALLAN R	0002	0020	2	08/19/98	08/20/98
PAUL ALLAN R	0002	0020	2	08/12/98	08/13/98
PERRIATT STANLEY JOSEPH	0002	0020	2	08/15/98	08/16/98
PUMPHREY ZACHARY WILLIAMS	0002	0020	1	08/21/98	08/21/98
PUMPHREY ZACHARY WILLIAMS	0002	0020	2	08/18/98	08/19/98
PUMPHREY ZACHARY WILLIAMS	0002	0020	2	08/15/98	08/16/98
REY BRAD LAWRENCE	0002	0020	2	08/09/98	08/10/98
REY BRAD LAWRENCE	0002	0020	2	08/13/98	08/14/98
ITTER DAVID C	0002	0020	3	08/08/98	08/11/98
ROCCO JOHN SERGIO	0002	0020	2	08/08/98	08/09/98
ROMERO SAMUEL NMI	0002	0020	2	08/15/98	08/16/98
RUSSELL DAVID EDWARD	0002	0020	2	08/11/98	08/12/98
SALA SIULAGI L	0002	0020	2	08/08/98	08/09/98
SCHRICK JAMES J	0002	0020	2	08/09/98	08/10/98
SERPA ANTHONY J	0002	0020	2	08/16/98	08/17/98
SERPA ANTHONY J	0002	0020	4	08/17/98	08/21/98
SERPA ANTHONY J	0002	0020	2	08/14/98	08/15/98
SERPA ANTHONY J	0002	0020	2	08/11/98	08/12/98
SKAIN PATRICK M	0002	0020	2	08/08/98	08/09/98
SKAIN PATRICK M	0002	0020	2	08/18/98	08/19/98
SKAIN PATRICK M	0002	0020	2	08/12/98	08/13/98
SLATTERY RICHARD F	0002	0020	2	08/09/98	08/10/98
STORTI WILLIAM OLIVER	0002	0020	7	08/08/98	08/17/98
STORTI WILLIAM OLIVER	0002	0020	2	08/20/98	08/21/98
STORTI WILLIAM OLIVER	0002	0020	2	08/17/98	08/18/98
SULLIVAN DENNIS WILLIAM	0002	0020	4	08/11/98	08/15/98
SULLIVAN DENNIS WILLIAM	0002	0020	1	08/21/98	08/21/98
SULLIVAN DENNIS WILLIAM	0002	0020	2	08/18/98	08/19/98
SULLIVAN DENNIS WILLIAM	0002	0020	2	08/12/98	08/13/98
URQUIAGA PAUL THOMAS	0002	0020	2	08/09/98	08/10/98
URQUIAGA PAUL THOMAS	0002	0020	1	08/21/98	08/21/98
URQUIAGA PAUL THOMAS	0002	0020	2	08/15/98	08/16/98
URQUIAGA PAUL THOMAS	0002	0020	2	08/12/98	08/13/98
WONG MIKE JAMES	0002	0020	2	08/09/98	08/10/98
WONG MIKE JAMES	0002	0020	2	08/19/98	08/20/98
WONG SUEON F	0002	0020	3	08/08/98	08/11/98
WYRSCH VICTOR HERMAN	0002	0020	7	08/08/98	08/20/98
WYRSCH VICTOR HERMAN	0002	0020	4	08/17/98	08/21/98
WYRSCH VICTOR HERMAN	0002	0020	2	08/14/98	08/15/98
ZOUZOUNIS DENNIS J	0002	0020	2	08/11/98	08/12/98
ZOUZOUNIS DENNIS J	0002	0020	8	08/11/98	08/21/98

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K) Temporary Appointments (Continued)

JUAREZ FERNANDO	0002	0018	4	07/27/98	07/30/98
WONG JEFFREY	0002	0016	10	08/10/98	08/21/98
ALEXANDER ALEXANDRA	0002	0010	3	08/18/98	08/21/98
ALEXANDER ALEXANDRA	0002	0010	2	08/11/98	08/12/98
AUSTIN KATHY A	0002	0010	2	08/19/98	08/20/98
AUSTIN KATHY A	0002	0010	4	08/10/98	08/14/98
CARDINALE KATHRYN M C	0002	0010	2	08/19/98	08/20/98
CARDINALE KATHRYN M C	0002	0010	1	08/08/98	08/08/98
CARLE WILLIAM M	0002	0010	2	08/14/98	08/15/98
CELONA MICHAEL	0002	0010	9	08/09/98	08/21/98
CHRISTENSEN S C	0002	0010	2	08/10/98	08/11/98
CHUNG MEIBECK LEE	0002	0010	2	08/10/98	08/11/98
CUFFE FRANK	0002	0010	14	08/08/98	08/20/98
DEWITT DAWN DANIELLE	0002	0010	1	08/21/98	08/21/98
GHILARDI EDWARD	0002	0010	8	08/08/98	08/21/98
GORDON DAVID	0002	0010	8	08/08/98	08/19/98
HALL JAMES NMI	0002	0010	2	08/19/98	08/20/98
HALL JAMES NMI	0002	0010	2	08/10/98	08/11/98
HARRIS LEONARDO	0002	0010	6	08/08/98	08/18/98
JAMES ROBERT	0002	0010	4	08/09/98	08/16/98
JAMES ROBERT	0002	0010	1	08/21/98	08/21/98
JEW LAWRENCE MOON	0002	0010	1	08/21/98	08/21/98
JEW LAWRENCE MOON	0002	0010	2	08/12/98	08/13/98
JOHNSON DAVID	0002	0010	8	08/08/98	08/21/98
JONES HELEN MICHELLE	0002	0010	1	08/21/98	08/21/98
JONES HELEN MICHELLE	0002	0010	2	08/18/98	08/19/98
KARAWANNY GEORGE	0002	0010	10	08/10/98	08/21/98
KRAMER KEVIN FRANCIS	0002	0010	2	08/15/98	08/16/98
MCCOY MICHELLE DENISE	0002	0010	2	08/08/98	08/09/98
MCKENZIE BRENT KYLE	0002	0010	2	08/18/98	08/19/98
MCKEON KIMBERLY D	0002	0010	1	08/08/98	08/08/98
NEWTON DWIGHT	0002	0010	2	08/14/98	08/15/98
ORLANDO PAUL DOMINIC	0002	0010	2	08/15/98	08/16/98
OWEN DENNIS M	0002	0010	2	08/18/98	08/19/98
PAMPANIN VINCENT	0002	0010	4	08/10/98	08/14/98
PAUL ALLAN	0002	0010	2	08/15/98	08/16/98
PAUL ALLAN	0002	0010	2	08/08/98	08/09/98
ROBINSON RONALD	0002	0010	2	08/19/98	08/19/98
RUCKER THOMAS W	0002	0010	3	08/18/98	08/21/98
STEIL FRANCIS G	0002	0010	2	08/17/98	08/18/98
TALMADGE MELINDA ANNETTE	0002	0010	2	08/09/98	08/10/98
VERANT ROGGER	0002	0010	4	08/10/98	08/14/98
WON JOHN	0002	0010	6	08/10/98	08/20/98
WOO ARNOLD	0002	0010	6	08/10/98	08/20/98
WU ALLEN SUNNY	0002	0010	2	08/20/98	08/21/98
WU ALLEN SUNNY	0002	0010	2	08/17/98	08/18/98

3. CONSENT CALENDAR

K) Temporary Appointments (Continued)

WU ALLEN SUNNY	0002	0010	2	08/11/98	08/12/98
YUP LAWRENCE JOHNSON	0002	0010	2	08/18/98	08/19/98
CARNIGLIA MARCO	0001	0033	2	08/14/98	08/15/98
BIRKHOFF ANDREW	0002	0003	2	08/09/98	08/10/98
FEWELL TIMOTHY	0002	0003	1	08/21/98	08/21/98
KELLER SCOTT	0002	0003	2	08/19/98	08/20/98
LAFFERTY WILLIAM	0002	0003	2	08/09/98	08/10/98
REYNAUD ALAN	0002	0003	6	08/09/98	08/19/98
SIGUENZA PABLO	0002	0003	6	08/14/98	08/21/98
ALBOFF GEORGE	0006	0024	8	08/10/98	08/21/98
CARDER MARY	0002	0006	7	08/08/98	08/20/98
MCGUINN MARTY	0002	0006	9	08/09/98	08/21/98
SCANNELL JOSEPH	0002	0006	10	08/08/98	08/21/98
THOMAS JENNIFER	0010	0006	7	08/08/98	08/20/98
VEGA PAUL	0010	0006	3	08/15/98	08/21/98
CEREGHINO KENNETH	0022	0032	6	07/28/98	08/07/98
LI ERNEST	0022	0032	8	07/27/98	08/06/98
SUDANO JOHN	0022	0032	8	08/11/98	08/21/98
BRAIDA MICHAEL	0004	0022	4	07/28/98	07/31/98
GRAFF JOSEPH	0004	0022	4	08/04/98	08/07/98
SCHEMBRI PETER	0006	0022	8	07/27/98	08/07/98
ARD GERALD	0002	0004	7	07/27/98	08/05/98
ESTABEZ MICHAEL	0002	0004	4	07/27/98	07/31/98
GATES PRISCILLA	0002	0004	8	07/27/98	08/06/98
GUITRON BRUCE	0002	0004	8	07/27/98	08/07/98
HONG CLIFTON	0002	0004	8	07/27/98	08/07/98
PIOMBO JOHN	0002	0004	8	07/28/98	08/07/98
ZARI GERALD	0002	0004	4	08/03/98	08/06/98

DISABILITY PAY

MORAN MICHAEL	0040	0050	14	08/08/98	08/21/98
CERCOS JOHN	0030	0040	12	08/08/98	08/19/98
RONAN JOHN	0030	0040	14	08/08/98	08/21/98
SMITH STEPHEN	0020	0030	14	08/08/98	08/21/98
DEMARTINI GEORGE	0020	0028	14	08/08/98	08/21/98
JONES MICHAEL	0020	0028	14	08/08/98	08/21/98

3. CONSENT CALENDAR

K) Temporary Appointments (Continued)

HILL STEVEN	0002	0020	14	08/08/98	08/21/98
KELLER SCOTT	0002	0020	4	08/08/98	08/11/98
WINSLOW ROBERT EDWARD	0002	0020	9	08/08/98	08/16/98
WONG BARRY	0002	0020	14	08/08/98	08/21/98
KRAMER KEVIN FRANCIS	0002	0010	5	08/17/98	08/21/98

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted eight letters commending members of the Department for response to requests for assistance or emergencies, or training.

President Fernandez-Pifer directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

Alisa Ann Ruch Burn Foundation
1801 Van Ness Avenue, Suite 340
San Francisco, California 94109

August 20, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

On behalf of the Alisa Ann Ruch Burn Foundation, we would like to thank you for your support of the Black Firefighters' Association's involvement in the 11th Annual Peninsula Firefighters Burn Relay. The event raised over \$77,000 for programs and services.

I would like to make special mention of the incredible work Gary Falls and the Black Firefighters Association did to host the final dinner for firefighters from throughout the Peninsula. They hosted a thoroughly enjoyable finale and represented San Francisco Fire Department with the utmost professionalism.

The Alisa Ann Ruch Burn Foundation works to prevent accidental burn injuries and to aid the psychological and social recovery of survivors of severe burns. This work would not be possible without the generous support of fire departments throughout the state.

The use of the 19th and Folsom Street facilities was vital to the success of the August 10th event. I understand you were largely responsible in making that possible. Thank you.

We appreciate your support.

Sincerely,

/s/ ALAN EVANS
Relay Coordinator

CHERI VOISINE
Associate Director

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Cullom Burland Bacon & Overpeck
550 California Street, Suite 700
San Francisco, California 94104

August 25, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Re: Sonja Justin v. San Francisco Housing Authority

Dear Chief Demmons:

I represented the San Francisco Housing Authority in the above-referenced lawsuit. The plaintiff Sonja Justin sued the Housing Authority on the contention that a leak from her gas stove resulted in a fire causing Ms. Justin very serious burn injuries.

I would like to take this opportunity to commend the high degree of professionalism demonstrated by the San Francisco Fire Department and in particular by Battalion Chief Kevin Gonzalez, Lieutenant George Alboff, Investigator Martin McGuinn and Chief's Aide David Johnson. Because of the thorough investigation conducted by the San Francisco Fire Department and the meticulously completed Fire Incident and Fire Investigation Reports and the appropriate retention of evidence by the Department, we were able to establish before the jury that Ms. Justin's version of events was totally untrue and that the plaintiff had caused her own injuries by puncturing a highly flammable hair spray can in the immediate vicinity of a lit burner on her gas stove.

On July 14, 1998, the jury returned a defense verdict on behalf of the San Francisco Housing Authority. On August 21, 1998, that judgment was confirmed by the court which rejected the plaintiff's Motion for a New Trial.

All the above illustrates that the San Francisco Fire Department not only saves lives and property but helps ensure that justice is done in the courts.

Very truly yours,

/s/ JACOB BURLAND

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

August 24, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

Room 107 class of Junipero Serra After School is thanking you very much for sending us an outstanding team of your staff, T/Lieutenant Alec Balmy, Firefighters John Fogarty, Kathleen McElheney, Lawrence Powell, and especially Firefighter Fernando Juarez. They were so nice and helpful in demonstrating to us about fire safety as our culminating activity about our topic "Fire Station." Sincerely,

/s/ Room 107 class c/o Demetria Macanas
Junipero Serra After School Program
625 Holly Park Circle
San Francisco, CA 94110

* * * * *

August 24, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

I want to express my thanks to your paramedic crew led by Captain Karl Hillyard. They came so promptly to Lakeside Cafe Restaurant on Sunday, August 9th, in response to a distress call on behalf of my husband, who was having difficulty with a throat problem. I was very pleased with the thoroughness and consideration they gave my husband. Captain Hillyard was extremely knowledgeable. Please convey our gratitude and respect to him and his crew.

With sincere appreciation,

/s/ FLORENCE GHIORSO
2682 - 44th Avenue
San Francisco, CA 94116

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Mission Rock Center
76 Mission Rock
San Francisco, California 94107

June 19, 1998

San Francisco Fire Department
EMS Division

Dear Glenn Ortiz-Schuldt:

I wanted to thank you for the training that you gave us on Advanced First Aid. The training was very well received by all of my staff, and I think it will prove to be very helpful. I really appreciate all your assistance and your time.

Sincerely,

/s/ KATHERINE FORBES
Program Coordinator

* * * * *

July 29, 1998

San Francisco Fire Department
EMS Division

Dear Sirs:

This correspondence is regarding the personnel who responded to the call at 1680 Eddy Street, July 23, 1998, at approximately 11:00 a.m.

As I told your representative, I credit these gentlemen with saving my life. You must know what that means to me. There must be some special category or award they deserve. If this is the norm, then you folks are underestimated, and underappreciated.

They were professional all the way. I owe my life to them.

Thanks again,

/s/ RICHARD A. JONES

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

August 10, 1998

San Francisco Fire Department
EMS Division

Dear Sirs:

I wish to compliment the San Francisco Fire Department for their good service to me, and all my credit cards, money and jewelry were intact as well as my little hat! Thank you all very much!

/s/ HELEN PRICE
136 Stanley Avenue
Pacifica, CA 94044

* * * * *

..August 3, 1998

San Francisco Fire Department
EMS Division

Dear Sirs:

Today, at 3:00 a.m., Paramedics Christopher Madsen and Scott Eberhart attended me in time of need. They came to my rescue. I am 72 years old. My sickness comes when I least expect it. I had a hard time getting up and my back was excruciating; didn't have to go to the hospital.

Thank you very much!

Sincerely,

/s/ MARIA FOYETTE
801 Howard Street, Apt. 802
San Francisco, CA 94103

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department

Submitted monthly report from Chief of Department on status of the Department Personnel, Apparatus and Equipment for August, 1998.

- a. There are 53 unfilled positions in the uniformed forces.
- b. The daily average of uniformed personnel on authorized leave was as follows:

	<u>July</u>	<u>August</u>
Vacation : Annual	21.61	20.61
IDV	9.13	8.45
Compensatory Time	3.94	4.19
Sick Leave	22.06	25.94
Disability	20.16	21.97
Military Leave	.55	.06
Light Duty	6.52	6.10
Other	<u>2.87</u>	<u>4.42</u>
Total	89.74	95.35

- c. The following Work on Days Off (Overtime) were awarded during the month of August:

4 - H50 Assistant Chiefs, for 24 hours
23 - H40 Battalion Chiefs, for 24 hours
43 - H30 Captains , for 24 hours
76 - H20 Lieutenants , for 24 hours
27 - H10 Chief's Aides , for 24 hours
382 - H2 Firefighters , for 24 hours
1 - H22 Lieutenant , BFP, for 13 hours
1 - H22 Lieutenant , BFP, for 10 hours
2 - H22 Lieutenants, BFP, for 4 hours
2 - H4 Inspectors , BFP, for 13 hours
1 - H4 Inspector , BFP, for 12 hours
1 - H4 Inspector , BFP, for 10 hours
1 - 6281 FSI-II , BFP, for 8 hours
1 - 6281 FSI-II , BFP, for 4 hours

- d. The apparatus portion of this report has been delayed.

Respectfully submitted,

/s/ ROBERT L. DEMMONS
Chief of Department

Vice President Roff moved and Commissioner Soulis seconded.
There were no questions or discussion and the monthly report of Chief of Department was approved.

4. REGULAR CALENDAR - NEW BUSINESS

C) SFFD - Work Force Representation (Cont'd from Meeting of 05-28-98)

Discussion concerning work force representation in the Fire Department and its hiring/promotion practices.

President Fernandez-Pifer asked Ms. Barbara Thomson to come forward. President Fernandez-Pifer noted that the item had been continued and tonight would present an opportunity for further discussion. Ms. Thomson said at her previous meeting in February she had presented statistics, and that the Commission received a response from counsel for the Plaintiff-Intervenors, as well. She had forwarded statistics to Michael Harris who transmitted them to others. She was not clear from Denise Hulett's letter (to the Commission) that she (Denise Hulett) has those statistics, but rather earlier drafts. She is here tonight, as she said she would be at every meeting - because her intention then and now, is to have a public policy statement from this Commission regarding work force diversity. To supplement her comments in February, it is her interest that the fire department not remain under court mandated rule in order to effect a representative work force that parallels that of the San Francisco labor market. That is the objective of other departments within the City, under the San Francisco Civil Service Commission guidelines, and she would like to see that occur. She is concerned that the stipulated order expires in November, and there is not that public policy statement from the Commission. By any means did she think the Commission was adverse to it. It hasn't been brought before you and proposed in the past. That is her intention to propose tonight to the Commission. To look at the future, and not to react to past practices, except if it is to remedy underutilization. She feels that absent such a policy we are not moving forward in this City to make sure on a continuing basis outside of court monitoring, that the work force will reflect the labor market. She is particularly concerned about the representation of Asians and women, that are so severely underrepresented, and Hispanics. To that end, she proposed a short public policy statement which she shared with the Commission and Chief.

Proposed Public Policy Statement
Work Force Diversity in the San Francisco Fire Department

It shall be the policy of the San Francisco Fire Department to recruit candidates and hire, train and promote employees in numbers that are representative of the labor market of the City and County of San Francisco. And, where underrepresentation exists, to make every good faith effort, including affirmative action, to remedy those deficiencies.

Prior to tonight's meeting she only referenced the "good faith effort," but given the Mayor's public posture today on affirmative action, particularly on contracts, she thought it important to include an affirmative action clause.

4. REGULAR CALENDAR - NEW BUSINESS

C) SFFD - Work Force Representation (Continued)
(Cont'd from Meeting of 05-28-98)

Commissioner Soulis noted that if you read the Department's Mission Statement, which is on all business cards, it says that: It is the mission of the fire department to protect lives and property of the people of San Francisco from fires, natural disaster and to provide a work environment that values cultural diversity and is free of harassment and discrimination. That is the Department's Mission Statement and he didn't know how much more you want.

Ms. Thomson replied that what more she wants is - as she said in February and continues to state before you - the Commission to adopt this public policy statement because it parallels what the rest of San Francisco is doing under the directive of the Civil Service Commission. That is to have a work force that parallels labor market availability and representation in San Francisco. The Mission Statement does not address that. She thinks it is an outstanding Mission Statement, and it is positive that the Department embraces diversity in this way. This takes it further. It puts it into management by objectives, by indicating the parallel and comparability with labor market availability. During a previous distribution she provided the Commission with the Civil Service Commission dissemination.

Vice President Roff, for clarification, asked if it is true Ms. Thomson was not representing any employee group or any particular constituency in the fire department. Ms. Thomson responded affirmatively, that hasn't changed throughout, she is speaking on behalf of herself. She is not paid to be here.

Vice President Roff said he does take some exception to the view in terms of the Department's commitment. Not only has the Department demonstrated unwavering commitment to diversity and integration of this Department in the past ten years under the consent decree. It is also looking very strenuously at ways to institutionalize that effort in the years ahead - Cadet Program, Officers Training Program. To him there can be no question of the progress this Department has made to achieve representation reflective of the diversity of this City. It was brought to him in a personal way - beyond statistics, charts and graphs - in the makeup of the recent graduating classes. And the representation there of women and Asian firefighters, one out of three. There can be no doubt or question that the efforts or intentions of this Department to fully integrate and to be fully representative of this community. He finds her solution to be redundant. This Department will comply and be part of any City-wide effort. Beyond that the Department has shown an initiative and responsiveness and a commitment to the very highest levels of equal opportunity, of providing opportunity to women and minorities, not only in recruitment but in promotions. A glance around the room confirms that. He didn't wish to belittle or denigrate her efforts, but it seems to him that the point is redundant. He is sure that there are others who are more expert.

Ms. Thomson said that if your understanding is that this is in conflict with the efforts, she apologizes. Vice President Roff said that wasn't the case. She

4. REGULAR CALENDAR - NEW BUSINESS

C) SEED - Work Force Representation (Continued)
(Cont'd from Meeting of 05-28-98)

said it (public policy statement) would memorialize the efforts. She has a hard time understanding why a Commission would not want to memorialize that effort in the form of a public policy statement. Albeit, she is not asserting that the Commission must. She asked the Commission to embrace it with language as well as action.

Vice President Roff said that actions speak louder than words, but he thinks it has been memorialized not only in representations to the court, but with all the heartfelt and determined efforts made on behalf of greater integration in this Department by the Plaintiff-Intervenors, by the members of the Department, by groups that represent and speak for the membership of this Department.

Chief Demmons noted that Commissioner Soulis earlier referenced the Department's Mission Statement, and in addition to that the Value Statements carry the theme even further. The Chief read the seven Value Statements, noting that the fifth one - *A diverse work force which reflects the community it serves* - really speaks to the issue. The Mission Statement and Value Statements were put together by a lot of members of this Department. That is the Department's policy statement. If we broaden and go off in too many different directions it reduces the

opportunity to focus on the present Mission and Value Statements. These statements are reinforced in disciplinary settings when we communicate the statements to the membership - that you have to be in line with the Mission and Value Statements. Although (her) statement tonight is good, it could have been used when the Mission/Value Statements were being established, but not now.

Ms. Thomson indicated that a Mission Statement is not the same as a public policy statement. She is also concerned because the Department does not have an affirmative action plan, which is the other reason why she would like the Department to have a public policy statement. The last plan is five or six years old. She was concerned that absent a public policy directive there may not be appropriate direction outside of that policy statement.

Commissioner Soulis said that we do have a Cadet Program in place and a recruiting program, an outreach program that touches those issues very strongly. We are not going back to the old days. We can look at the diversity as we sit here tonight and look at management, from the Chief down. For you to have a concern, as part of the public, you can rest assured that we are taking care of that.

Ms. Thomson said she was concerned about the legal requirements, as well as the analysis of what the work force looks like on a continuing basis, comparing that progress and action oriented programs, as well as there is no human resources unit within this department.

President Fernandez-Pifer noted that the clause: "... train and promote employees in numbers that are representative of the labor market of the City and

4. REGULAR CALENDAR - NEW BUSINESS

C) SFFD - Work Force Representation (Continued)
(Cont'd from Meeting of 05-28-98)

County of San Francisco ..." which is somewhat embodied in the Department's Mission Statement seems to say more than what the Department is permitted to do under the Consent Decree and Stipulated Order. For the past ten years the Department has been conforming to the Consent Decree in terms of hiring and promotion. How does the proposed public policy statement conform to the Consent Decree and Stipulated Order that we are now responsible for administering.

Ms. Thomson said it was her recollection of the Stipulated Order that there is language in Section B that speaks to the ultimate goal of the Department paralleling the labor market statistics of San Francisco. She didn't think it was at all in conflict, but again the Stipulated Order was to expire in November. She believes it is the Department's objective not to see it continue. When it ends - and she can't believe that it wouldn't be something even Judge Patel would embrace - it goes beyond the Stipulated Order and puts that in a public policy for the future. Once the Stipulated Order expires there is no directive.

President Fernandez-Pifer commented that there is a directive from the court that the Department submit a plan to institutionalize everything we are talking about, and that the plan lead to the ultimate goal of representation in numbers that are reflective of the labor market. Assuming that is the goal, our requirement is to present a plan to meet that end, and make sure it is institutionalized. What other benefit would a public policy statement provide to us, when we are doing the very thing that the court requires us to do.

Ms. Thomson replied that this may be the preamble to such a plan because it is a public policy statement or a public commitment to San Francisco about what this Commission intends to do and what the Chief will carry out under Commission directives. She doesn't see them in conflict. She sees them in concert, and that is why she proposed this. She is not a staff person for the Department. She felt that absent some beginning we wouldn't have an item for discussion. She would not object if the Commission went beyond that with a stronger policy statement and having this as a preamble to the submission to the court. Her objective is to make this internal and not externally directed; to see that kind of leadership come from the Fire Commission, and not be reactive. She thinks the Commission is demonstrating it in the appropriation of funds, support of the Chief in the programs that are appearing, particularly the Cadet Program. She is just asking the Commission to memorialize it.

Commissioner Soulis said it has been memorialized not only with the Consent Decree and our Mission Statement, and to do anything over and above that at this time prior to our obligation to the court would be, as Commissioner Roff said - redundant ...

Ms. Thomson said the Consent Decree is not Department generated. President Fernandez-Pifer said she understood that but it carries with it certain

4. REGULAR CALENDAR - NEW BUSINESS

C) SEFD - Work Force Representation (Continued)
(Cont'd from Meeting of 05-28-98)

obligations that we wholeheartedly support. Better than policy, what will be produced is a plan to meet that goal ... A lot of departments have policies and procedures but they don't necessarily meet the goals embodied in those policies ... We will place our words and policies into a plan and practice that will be institutionalized. The other piece that concerns her is the affirmative action principle, and she would like to hear from our City Attorney on this issue. By virtue of the fact that we got ourselves into a Consent Decree, that was involuntary, and we were drawn into it by a lawsuit. The fact of the matter is that we have this State legislation called Proposition 209 that, if it were not for the fact that we were under a Consent Decree and Stipulated Order we couldn't do many of the things that we are proposing to do ... She asked Deputy City Attorney John Cooper to speak to that. She recognizes that Ms. Thomson is looking at what is going to happen after the expiration of the Consent Decree/Stipulated Order, we still have some legal impediment to overcome. Although this is a great policy (statement) there may be some things that impede our progress toward that.

Ms. Thomson commented that as she asserted in her initial statement, had the Mayor not come out with that policy perspective with respect to minority women and local business enterprise contracting, she may not have included it in the statement. But given that leadership at the highest level of City government she included it for this meeting.

President Fernandez-Pifer said that is why she is saying that policy statements are great insofar as they provide us with words and guidance, but it is the practice that really counts - the doing rather than the saying ... Even the Mayor is aware of the fact that we have to have something in place in order to validate our affirmative action efforts so that they are not challenged.

Ms. Thomson said she agrees, and that is her concern with the Department's lack of affirmative action plan and no human resources department ... If you do not feel that you can embrace a public policy statement at this time she will come back when the Stipulated Order expires and again plead before you to adopt this as a public policy statement. She thinks it is critical and not duplicative and she would like to see that leadership from the Commission. She will continue to implore the Commission to do that. She appreciates all the time and consideration the Commission has given to this subject.

John Cooper, Deputy City Attorney, first commented on the public policy statement by noting that President Fernandez-Pifer correctly pointed out that it is only a policy, and actions speak a lot louder than words. As to the policy. It has more effect when it is adopted by a body so that when every individual case comes up someone will be referring to this document as evidence of discrimination, affirmative action or something in violation of Prop 209. When the Stipulated Order ends, the Fire Department comes out from under the court's umbrella and of

4. REGULAR CALENDAR - NEW BUSINESS

C) SFFD - Work Force Representation (Continued)
(Cont'd from Meeting of 05-28-98)

comes back within the umbrella of the Department of Human Resources. We already have City ordinances which require equal opportunity policies for all departments. You will receive guidance in adopting these policies from the Department of Human Resources and the Civil Service Commission. Those things already exist for the City as a whole. He questions whether it is necessary for one department to adopt a statement like this when there are policies from the City as a whole. Your point about Prop 209 is well taken. The words "affirmative action" are in this document. There are prohibitions against affirmative action under certain circumstances. Additionally, there is another problem with this. It talks about numbers that are representative of the labor market of the City and County of San Francisco. Two attorney generals ago, cities were warned about adopting requirements that amount to sham residence requirements in violation of the constitutional prohibition on geographic residence requirements. It is not in effect now, we are required to hire residents of the City and County of San Francisco (for firefighter). When the Stipulated Order ends the constitutional provision comes back into effect, so the question is the necessity of this language in the policy statement.

Ms. Judith Kurtz, Plaintiff-Intervenor's attorney representing the women in the Department. From her point of view they have no problem with there being a policy statement or an affirmative action program. She knows that is what the Cadet Program and Officers Training Program intend to be, but they do not object to something in addition. She hadn't looked at the exact language, having just seen it tonight, so she didn't have anything to say about this particular language. For the Department to have a policy would not be a bad idea. Especially since, hopefully in December there will no longer be a Consent Decree or Stipulated Order, and at that time it will be incumbent upon the current administration, and this Commission to be vigilant in terms of assuring that the Department continues to move forward in every way possible. Any kind of public commitment to that cannot hurt, but only help.

Deputy City Attorney Cooper addressed a procedural point and advised the Commission that the Commission tonight could not adopt this public policy statement, as it would have to be calendared for action.

President Fernandez-Pifer stated that the Commission would take it under consideration. We are diligently working toward a plan to achieve the goals that are enumerated in this policy statement. If we can come up with a plan that does embody these statements being proposed here she thinks we are better off than just adopting a policy that really has no context at this point ... It is going to take time and take a lot of input from people in the audience to help us with that plan so it ... She thanked everyone for their words and statements, and as the Department works toward its plan she is...

4. REGULAR CALENDAR - NEW BUSINESS

C) SEFD - Work Force Representation (Continued)
(Cont'd from Meeting of 05-28-98)

Ms. Thomson indicated that she is particularly concerned about what is going to happen with the existing list that does not expire prior to the termination of the Stipulated Order. How will the Department move to hire from that existing list once the Stipulated Order ends.

The Chief had no comment. Commissioner Soulis said it will be addressed. Concerning the public policy statement, Commissioner Soulis assured Ms. Thomson that the Department will continue to practice what we preach.

Ms. Thomson asked when she could receive an answer on what that would be. Will it revert back to the customary Civil Service Commission practice? Maybe Mr. Cooper has some legal guidance on that.

Mr. Cooper said he didn't want to comment now on that subject. It is under consideration by the City Attorney's office, the Civil Service Commission. He will be making a presentation to the Civil Service Commission in executive session that will include that subject. After all that is done, Ms. Thomson, and everyone else will have an answer. Ms. Thomson asked when that will be. Mr. Cooper replied after October 5th.

President Fernandez-Pifer thought there were certain things the Department had to conform with as regards Civil Service Commission. So at this point, we are not free to comment. Anything that is agreed upon with respect to the existing list will have to meet whatever their regulatory requirements are. We are not in a position to say what the Civil Service Commission will accept or not.

Ms. Thomson asked if the matter would go before the Civil Service Commission in executive session on October 5th; is the item calendared? Mr. Cooper said if it is in executive session it will be calendared, this is what he is assuming; the Civil Service Commission staff asked him if he could make a presentation on that date. He said he would be available but has not yet prepared the presentation. He doesn't know if it has or will be calendared. The San Francisco Police Department, under its Consent Decree, is in a very similar position, and what the Civil Service Commission did in their case - he is not saying they will do exactly the same thing in the Fire Department - was to come out with a package of new Civil Service rules to go into effect after the police consent decree ended. If they follow the same procedure with the fire department he would expect they would do the same thing - a package will be put on the street for all to comment on, and things will be calendared for action at the Civil Service Commission.

Ms. Thomson inquired for the public's information. She is presuming that the executive officer of the Civil Service Commission, Kate Favetti, would have on file those practices that were implemented for the police department. Mr. Cooper said they have already been distributed to the public. Ms. Thomson said that anyone who obtained a copy of the minutes would know they could go to the Civil

4. REGULAR CALENDAR - NEW BUSINESS

C) SFFD - Work Force Representation (Continued)
(Cont'd from Meeting of 05-28-98)

Service Commission and ask Ms. Favetti what those practices were and then take a look at whether or not they ... President Fernandez-Pifer said, proposed practices, and she is sure this is the comment period ... And some final rules would be put out by the Civil Service Commission. Assuming that is the same procedure.

D) Fire Commission Resolution

Submitting for adoption Resolution No. 98-01 rescinding Fire Commission Resolution No. 565 adopted August 9, 1988, and authorizing the Chief of Department to appoint H51 Assistant Deputy Chief II positions in Fire Suppression from among those members holding Civil Service ranks of H40 Battalion Chief.

(Note: This subject was presented to Fire Commission at its meeting of 06-11-98)

Duane Reno, attorney, representing Local 798, commented that the Resolution appears to be related to a proposal that was discussed earlier this year in negotiations between the Department and Local 798. Under this earlier proposal the staff positions in the rank of H50 Assistant Chief were to be reallocated to the H51 Assistant Deputy Chief II. Those were four positions. In addition, under this earlier proposal, three suppression Chief positions were going to be reallocated from the H50 Assistant Chief rank, to the rank of H51 Assistant Deputy Chief II. Local 798 believes, and continues to believe, that the Department is required to negotiate with the Union over this kind of proposals, because the rank of H50 Assistant Chief is represented by Local 798, but the rank of H51 Assistant Deputy Chief II is represented by a different organization, Municipal Executives Association. The implementation of this proposal would have removed seven positions from Local 798's bargaining unit, and transferred the work that those positions perform to a different union, a different organization's bargaining unit. He thinks the law is clear that unions are entitled to bargain over any proposal that would take work away from their members and give that work to other people.

Another aspect of this earlier proposal that caused the Union to be concerned is one of the reasons actually that the proposal is being made, the rank of H50 Assistant Chief is a civil service rank, the rank of H51 Assistant Deputy Chief II is exempt from Civil Service. During our negotiations over this earlier proposal, at a meeting on June 15, 1998, which he attended, he raised the question as to whether the Department and this Commission have the legal authority, under the 1996 Charter, to change these seven positions from Civil Service to exempt. At the suggestion of the Department's representatives, he

4. REGULAR CALENDAR - NEW BUSINESS

D) Fire Commission Resolution (Continued)

sent a letter to Deputy City Attorney John Cooper setting forth the provisions of the 1996 Charter that appeared to prohibit the Commission from changing these positions from non-exempt to exempt. In particular, he referred to Section 10.104 of the 1996 Charter which states that all employees of the City and County of San Francisco shall be appointed through competitive examination unless exempted by the Charter. The only positions in the fire department that are exempted by the 1996 Charter are all uniformed deputy heads of the Department, and Fire Chief's aides. And any other positions designated as exempt under the 1932 Charter, as amended. In other words, there is a grandfather clause. So he asked what about these seven positions, how do you get around the fact that the Charter does no longer allow the Fire Commission to exempt positions as the old Charter did. We did not receive a written response but he was told verbally that the City Attorney's office believes that the Department can still exempt these positions because, even though the Charter uses the term positions, the City Attorney's office would interpret that term to mean classifications. We don't necessarily agree that that's the right interpretation of the Charter. We don't. Nevertheless, after he received the information from the City Attorney's office he sent a letter to the Department's representative on July 9, 1998, stating that Local 798 does want to continue negotiating over the proposal to convert these positions. As a matter of fact there is a meeting scheduled for next Thursday, at which time this proposal is on the agenda for negotiations between the Union and the City. What we are puzzled about is why this matter is being presented to you tonight for adoption when it is still a matter being negotiated between the City and the Union, and we certainly object to the adoption of an issue like this while negotiations are still going on. We don't think that is appropriate or legal.

Also, the Union wasn't given advance written notice that this was being proposed for adoption tonight, and we haven't been given the opportunity to negotiate over the specific language of this Resolution. The problem here is that this Resolution is a lot different from the Department's earlier proposal that we were negotiating. This Resolution doesn't limit the conversion of positions to seven, it doesn't place any limit at all on the number of conversions that can be made from Assistant Chief to Assistant Deputy Chief II. That is a matter which needs to be discussed, and the proper place to discuss it is at the bargaining table. Under this Resolution as currently written the Chief would apparently have the freedom to take every single Assistant Chief and take that position away from that employee and appoint anybody in the rank of Battalion Chief for fire suppression personnel, and lower ranks for other positions, to fill those appointments. All the employees in those positions, what are we going to do with them. We haven't talked about that at the bargaining table. Presumably, they could all be demoted to their permanent Civil Service rank of H40 Battalion Chief. There again, this is an important issue. Obviously, all the people that are holding these positions ... is something we need to address at the bargaining table. We have other questions about the Resolution, including in particular why the Resolution states that the position of Assistant Deputy Chief II is a new

4. REGULAR CALENDAR - NEW BUSINESS

D) Fire Commission Resolution (Continued)

position. There have been positions in that classification previously. We don't know why it is referred to as a new position. For all of these reasons Local 798 believes, and requests, that the Commission should table the Resolution at this time and let the negotiations continue so that we can ultimately come back, hopefully with some kind of agreement between the parties that would not leave all these loose ends hanging out; that would provide the protection that the employees in these very important ranks need to have.

President Fernandez-Pifer asked if there was any other public comment, or comments from the Chief or staff, or the City Attorney's office.

John Cooper, Deputy City Attorney, commented that the Department will present the pros and cons of the Resolution itself, but he wanted to address some of the legal issues that Mr. Reno raised. On the first question as to whether the Department is required to negotiate over this proposal. That is correct. The Department must negotiate the loss of jobs from one bargaining unit to the other. It is his understanding that those negotiations have begun, and are continuing. This Resolution, however, does not implement the practice or change the positions. It only authorizes the Chief to take those actions at some date after this Resolution is passed. Secondly, the Union is concerned about the legal authority to create the position. Mr. Reno went somewhat into our response. He wanted to be a little more detailed because he left out an important factor in both that question and on the question of the number of positions that can be filled. This issue has already been to the Civil Service Commission and the Board of Supervisors, back in 1988. And, in the Board of Supervisors' Resolution ... as to the question as to whether these positions are exempt under the previous Charter, he read from the (Board of Supervisors) resolution: That the position of Assistant Deputy Chief II shall be exempt from Civil Service positions of the San Francisco Charter. That resolution was passed in 1988 under the authority of the 1932 Charter, as amended. These positions are clearly exempt positions and there is clearly authority to make these appointments now. Mr. Reno also pointed out that he objected to adoption while negotiations proceed. That is ... (taped turned) ... This Commission's action would not be the implementing event, that would be a future action of the Chief of Department. As far as what is negotiable in this, we agree that the loss of positions is a negotiable issue. There are things that he raised that I am hearing for the first time. They may or may not be negotiable, that is something that will have to be brought up in the future between the Department and the Union. Hopefully, we would not get into those kinds of things here before the Commission.

President Fernandez-Pifer said the issue would seem to be the timing of the Resolution as to the ongoing negotiations, and whether or not passage of this Resolution authorizing the Chief to make this kind of conversion of positions would undercut the current negotiations. We are all in agreement that we do have to negotiate, so it looks like the issue is one of timing.

4. REGULAR CALENDAR - NEW BUSINESS

D) Fire Commission Resolution (Continued)

Mr. Cooper replied, partially. He refined it a little bit by stating that whether or not the Commission passes this Resolution the Chief already is authorized to make four of the seven appointments. The Board of Supervisors limited the number of appointments to ten, by the way, so there can only be ten. All this Resolution does is to authorize three appointments to be made in suppression divisions which must be from the rank of H40 Battalion Chief or above.

Back in 1988, when the Board of Supervisors passed a Resolution they authorized the Department to make all ten appointments to H51 Assistant Deputy Chief II, and authorized a number of ranks, including down to Lieutenant that could be picked for that position. The purpose, stated in the Resolution, was for diversity. When the Board's Resolution was passed onto the Fire Commission, they added an additional limitation, which said that the appointments would only be to non-suppression positions. The Resolution before you removes that limitation, but provides that the suppression positions can only be from the rank of H40 and above. Regardless of whether the Commission passes the Resolution or not, some appointments can be made now. The ones this Resolution primarily affects are the suppression positions. Insofar as what happens to the people in the positions and which positions these can come from, those are matters that are handled in the Resolution from the Board of Supervisors. The Board also provides that these are not extra jobs, the total number of jobs remains the same and they basically transfer from their previous position into this exempt appointment. They would later have a right, the way Civil Service rules are now, to move back to that previous appointment, once their provisional appointment had ended.

President Fernandez-Pifer asked if this Resolution were tabled pending negotiations is there any impact on the Chief's ability to make these appointments. Mr. Cooper said it wouldn't have any legal impact, but as to the other you would have to ask Chief Demmons.

Chief Demmons commented that as the Commission knows, shortly after his appointment he took steps to try to reactivate Division 1. All this was to try to address the concerns that the Court had raised regarding lack of accountability. Approval to reactivate Division 1 was given and it added four H50 Assistant Chief positions to the work force. Looking at what has happened over the last few years in trying to continue to work for more accountability, it creates a problem for the Deputy Chiefs and people who are not members of Local 798 when we have negotiations, where many hours are spent not only on this issue but a lot of other meet and confer matters with Local 798. The Deputy Chiefs spent up to six and seven hours a day in negotiations. It ties the Department's hands not to be able to use Assistant Chiefs for those purposes because they are in conflict as members of the bargaining unit. The other areas we look at in terms of suppression, particularly with Division Commanders, is trying to distribute the work load to other positions within the Department. It creates a problem in terms of the many issues that the Deputy

4. REGULAR CALENDAR - NEW BUSINESS

D) Fire Commission Resolution (Continued)

Chiefs have to react to. It leaves the Department in a position where if things aren't done, what do you do. How do you address that, whom do you hold accountable. This is not to say that the Assistant Chiefs haven't been working hard. It is safe to say we do need more accountability, we need to delegate to more individuals, and to hold them accountable, make sure their subordinates do their work. We are concerned that these individuals will be in charge of incidents and fires, they need some experience and qualifications to do that. So that is why we want to limit appointments to Battalion Chiefs or above. The other factor involved is that these individuals who are now Division Commanders, there is no real distinction between them and the other Assistant Chiefs. By placing them in this position (H51), it entitles them to receive bonuses. Hopefully, in the future when negotiations begin they can then also be compensated, maybe in an increase in salary above that of an Assistant Chief, for that added responsibility. What we are trying to do is not only for the Stipulated Order but to get this Department moving as quickly as possible to reorganize. This is one of the things we were charged with, to evaluate the organization's structure, particularly of the Chief's office and the administrative structure of the Department. That has been ongoing. These positions are essential to do these things.

President Fernandez-Pifer said she agreed with the Chief. Her concern is the City Attorney's comments that these are things that need to be negotiated. Mr. Cooper said the Department is required to negotiate but there may not be a resolution of the negotiations. The Department then may proceed. The Union may grieve it, or the Union may accept it. All this can happen, that is part of the negotiation process.

Chief Demmons said he would have no objections to this being continued to the next meeting of the Fire Commission, if Local 798 will make themselves available for meet and confer sessions during that period. President Fernandez-Pifer asked Mr. Reno to respond.

Mr. Reno said that the Chief needs these people but does he need the particular people we are talking about or should we view this a little differently. He thinks the Chief needs more management people, period. Not necessarily people who are holding Assistant Chief positions, but maybe new positions that would indeed be represented by different organizations, and that is part of what we are talking about at the bargaining table; the idea that while its original idea of converting seven Assistant Chief positions, maybe that is not really the most efficient or best way to deal with this whole problem.

President Fernandez-Pifer indicated that there might be other alternatives. Mr. Reno concurred, saying that's the reason you negotiate, and it has been his experience that there are times when the Union has actually proposed something that the City thought was worth listening to.

4. REGULAR CALENDAR - NEW BUSINESS

D) Fire Commission Resolution (Continued)

Commissioner Soulis commented that it holds things up, that is a very important thing that we need to pass now. It is in the best interest of the Department. All your problems will be addressed in good faith. It is part of the plan for greater accountability and commitment to change that the Chief made from the beginning. The Commission should pass the Resolution now and let the cards fall as they may.

Mr. Reno said he preferred the Chief's solution.

Vice President Roff stated the meeting is scheduled next Thursday, and matters that can be resolved at the bargaining table should be. He has long known that the burdens and responsibilities of the Chief are so enormous, all the more so now with the changes and the expansion, with the EMS; that the Chief needs strong administrative support. That is undeniable. He is very inclined to support the Chief's position on the issue. On the other hand, if there are questions that can be resolved or at least negotiated, they should be carried out at the bargaining table to resolve issues. Certainly, he is totally supportive of the Chief's notion and concept that there should be an expanded nucleus of command within the Department. There are enormously talented Assistant Chiefs and Battalion Chiefs, and we all certainly respect those sitting in the front row, as well as their colleagues. If the bargaining session is set for next Thursday, he doesn't see why there is a need for precipitous action tonight. President Fernandez-Pifer concurred.

Chief Demmons indicated that he wanted to make sure that these meetings will take place. Mr. Reno said a meeting is set for next Thursday (September 17th), and we certainly agree that the Deputy Chiefs have to do too much and there is really a need ...

John Hanley, Vice President, Local 798, stated that the Local represents these people (H50 Assistant Chiefs), if it is one, two, or three hundred that is a loss to us as a union and we take that very seriously. If the Chief needs more people then hire more management people, but don't take our people. We represent these people and we are very proud of that. To pass the Resolution now would circumvent the good name of San Francisco and the labor community, and bargaining in good faith. It would set a precedent, that we are going to go ahead and pass the Resolution but you guys continue your bargaining process. He thanked the Chief, for his wisdom to encourage a continuation of the bargaining process. Let it be heard that if we lose one member it is a serious matter to the Union.

Chief Demmons commented that he has a responsibility to the Commission, Mayor, and voters to make sure that every position we have in this Department is truly justified. Additionally, as stated before, the question has come up over the years, even when he meets people from other departments they truly cannot believe that our Chief Officers are members of the (same) Union. It creates problems in his ability to utilize them in certain cases where there may be a conflict

4. REGULAR CALENDAR - NEW BUSINESS

D) Fire Commission Resolution (Continued)

because they are members of the (same) Union. This is something that has to be considered and in no way does he want to infringe on anyone's rights to have members in their local (union). He also has to look at what best serves the public.

Vice President Roff moved, seconded by Commissioner Soulis, that the matter be continued until October 8, 1998.

There were no further questions or discussion and the motion was unanimously approved.

E) Leave of Absence

Submitted request for leave of absence with pay from Chief of Department Robert L. Demmons for six days, September 11 through September 16, 1998, in order to attend the Fire Rescue International '98 Conference sponsored by the International Association of Fire Chiefs, in Louisville, Kentucky. The estimated cost is \$1,575, and is included in the 1998-99 budget.

Vice President Roff moved and Commissioner Soulis seconded.
There were no questions or discussion and the request for leave of absence was approved.

F) Public Comment

Chief Demmons announced that today, he talked to James Ahern, President, Local 798, who has been hospitalized. He sounded well and is expected to fully recover.

President Fernander-Pifer asked the Chief to express to Mr. Ahern, the Commission's best regards and wishes for a quick and complete recovery and return to work. We will keep him in our prayers.

There being no further business to come before the Commission, the meeting was adjourned at 7:28 p.m.

Raymond G. Connors
Secretary

FIRE COMMISSION
City & County of San Francisco

ROSEMARIE FERNANDEZ-PIFER, *President*
HADLEY ROFF, *Vice President*
STEPHEN NAKAJO, *Commissioner*
RUSSELL ROECA, *Commissioner*
TED SOULIS, *Commissioner*



260 GOLDEN GATE AVENUE
SAN FRANCISCO, CA 94102
FAX NO. (415) 929-1058
TELEPHONE (415) 558-3451
RAYMOND G. CONNORS, *Secretary*

September 22, 1998


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NOTICE OF CANCELLED MEETING

Notice is hereby given that the regularly scheduled meeting of the FIRE COMMISSION for Thursday, September 24, 1998, has been cancelled.

The next regularly scheduled meeting will be on Thursday, October 8, 1998.


Raymond G. Connors
Secretary

9/24/98
Cancelled

C A L E N D A R O F M A T T E R S

I A G E N D A

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F I R E C O M M I S S I O N

Regular Meeting - Thursday - September 24, 1998 - 6:00 p.m.
260 Golden Gate Avenue - Room 201

ITEM
NO.

1. ROLL CALL - Fire Commission

President

Rosemarie Fernandez-Pifer

Vice President

Hadley R. Roff

Commissioner

Stephen A. Nakajo

Commissioner

Russell S. Roeca

Commissioner

Ted N. Soulis

Chief of Department

Robert L. Demmons

2. Approval of the minutes of the Regular Meeting
of September 10, 1998.

SAN FRANCISCO FIRE COMMISSION

DISABILITY ACCESS

The Fire Commission regularly meets at Fire Department Headquarters, Room 201, Second Floor, 260 Golden Gate Avenue.

The Fire Commission meeting room is wheelchair accessible. The closest accessible BART Station is Civic Center, two blocks from Fire Department Headquarters. Accessible MUNI lines serving this location are the #19 Polk and #9 San Bruno. The METRO station at Civic Center Station is also accessible. For more information about MUNI accessible services, call 923-6142.

There is accessible parking (open lot) at Golden Gate Avenue and Larkin Street. Additionally, there is parking available at the Civic Center Parking Garage, entrance located on McAllister Street between Polk and Larkin Streets.

The following services are available on request 48 hours prior to the meeting:

For American sign language interpreters or the use of a reader during a meeting, a sound enhancement system, and/or alternative formats of the agenda and minutes, please contact Raymond G. Connors, Secretary, Fire Commission, at 558-3451, to make arrangements for the accommodation. Late requests will be honored if possible.

In order to assist the City's efforts to accommodate persons with severe allergies, environmental illnesses, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City accommodate these individuals.

Lobbyist Ordinance

Attention: Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance [SF Admin Code Section 16.520 - 16.534] to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street, #701, San Francisco, CA 94102, telephone (415) 554-9510, FAX (415) 703-0121 and web site <http://www.ci.sf.ca.us/ethics/>.

Know Your Rights Under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This ordinance assures that the people's review.

For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the ordinance, contact the Sunshine Ordinance Task Force at 554-6083.

3. CONSENT CALENDAR

All matters listed hereunder constitute a Consent Calendar, are considered to be routine by the Fire Commission, and will be acted upon by a single roll-call vote of the Commission. There will be no separate discussion of these items unless a member of the Commission or a member of the public so requests, in which event the matter shall be removed from the Consent Calendar and considered as a separate item.

A) Monthly Report - Div. of FP&I

Submitting monthly report from Division of Fire Prevention and Investigation concerning activities performed during July and August, 1998.

B) Monthly Report - Management Services

Submitting monthly report from Management Services concerning activities performed during August, 1998.

C) Resignation

Submitting resignation of 2532 Paramedic Robert Boyd, effective close of business August 26, 1998.
(Resigned for personal reasons.
Transferred from DPH 07-01-97.)

D) Leave of Absence

Submitting request for leave of absence with pay for Battalion Chief Audrey Lee, Bureau of Personnel, for five days, September 14 through September 18, 1998, in order to attend the International Association of Fire Chief's Convention in Louisville, Kentucky. Tuition, transportation and lodging will be paid by Battalion Chief Lee. He will not be replaced.

3. CONSENT CALENDAR

E) Leaves of Absence

Submitting requests for leaves of absence without pay from the following H1 Fire/Rescue Paramedics:

Gina Hernandez, for one month and 23 days (sick leave), July 31 through September 23, 1998.

Irene Ybarra, for one month and 20 days (sick leave), August 10 through September 30, 1998.

F) Accidents

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

	Accident No.	Date	Serial No.	Category	Recommendation
Engine 11	98-9-035	08-14-98	591	C	File
Off: Lt. Rudy Guajardo; Drv: FF James Moore					
Cause: Misjudged clearance - Eng 11, while responding to an incident, broke the mirror of a parked car					
Medic 36	98-9-036	08-25-98	724	B	Bill
Drv: Fire/Rescue Paramedic Susan Berry					
Cause: Failure to yield - Medic 36, while responding to an incident, stopped at an intersection; as it turned left an automobile pulled forward, striking Medic 36					
Truck 18	98-9-037	08-25-98	632	A	File
Off: T/Capt. Harry Pinkard; Drv: FF James Sweeney; Tlr: FF Kevin Martin					
Cause: Misjudged clearance - Trk 18, while exiting quarters and turning left, struck the left front of Medic 18					
Truck 12	98-9-038	08-25-98	610	C	File
Off: Lt. Charles Schafer; Drv: FF Joseph Sullivan; Tlr: FF Gary Merillion					
Cause: Misjudged clearance - Trk 12, while returning to quarters, struck a vehicle when the tiller operator oversteered					

3. CONSENT CALENDAR

F) Accidents (Continued)

Headquarters 98-9-039 08-26-98 377 C File
Off: Asst. Deputy Chief II Lorrie Kalos

Cause: Rear end - HQ vehicle, while in stop and go
freeway traffic, slightly tapped the rear
end of another vehicle

Truck 14 98-9-040 08-27-98 603 B Bill
Off: T/Lt. Kerby Lau; Drv: FF Robert Barbara; Tlr: FF William Wong

Cause: Improper lane - Trk 14, while travelling on
Geary Boulevard, was hit by a vehicle which
crossed into Trk 14's driving lane

B.F.P. 98-9-041 08-28-98 101 B Bill
Drv: T/Inspector Gerald Guitron

Cause: BFP vehicle, while parked, was struck by
another vehicle

B.F.I. 98-9-042 08-30-98 969 C File
Drv: T/Investigator Mary Carder

Cause: Backing up - BFI vehicle, while backing up at
fire scene, struck a vehicle which had pulled
in behind the BFI vehicle

Engine 5 98-9-043 08-31-98 508 B Bill
Off: Capt. Michael Nolan; Drv: FF Lloyd Goldberg

Cause: Eng 5, while parked, was struck by a vehicle
which was attempting to park nearby

A.W.S.S. 98-9-044 09-01-98 941 B Bill
Drv: Utility Plumber Supervisor William Gunn

Cause: Illegal left turn - AWSS pickup truck was struck
by a vehicle making an illegal left turn in
front of the AWSS pickup truck

Note:

Category A - An accident which has occurred because of inattention
to vehicle operator's and/or officer's responsibilities
or because of misjudgment of clearance in operating
apparatus near stationary objects.

3. CONSENT CALENDAR

F) Accidents (Continued)

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

G) Unlitigated Claims

Submitting report from City Attorney's Office on unlitigated claims for August, 1998:

Name of Claimant	Claim Amount <u>Filed/Paid</u>	Accident Number/ <u>Category/Unit</u>	Date of Accident
Hao Quan Ngo	\$ 10,000/\$2,315.73	97-8-136 (C) Medic 17	01-10-98
Yellow Cab	1,043.85	97-8-149 (C) Medic 36	01-25-98
John Maher	734.25/ 283.91	97-8-156 (A) Eng 41	02-03-98
Timothy Finn	2,852.54	97-8-161 (C) Eng 6	02-10-98
Ilara Stolz	675.68	97-8-173 (C) Medic 17	03-12-98
Helen Lam	434.03	97-8-226 (A) Eng 44	05-20-98
Roni Howard	1,170.63	Property damage	03-29-98
Blesilda Simon	678.00/ 178.08	Property damage	06-13-98

H) Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries, August 22 through September 4, 1998.

3. CONSENT CALENDAR

I) Temporary Appointments

Reporting having made 450 temporary appointments August 22 through September 4, 1998.
(These items will be incorporated as part of the minutes of today's meeting.)

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitting seven letters commending members of the Department for response to requests for assistance or emergencies, or training.

B) Meritorious Awards

Submitting for approval recommendations of Merit Advisory Board and Chief of Department for meritorious actions performed by Officers and Members of the Department, from April, 1998 through July, 1998.

<u>Recipient</u>	<u>Rank/Company</u>	<u>Date</u>	<u>Award</u>
<u>Uniformed Members</u>			
Ross R. Conroy	FF Truck 11	04-18-98	Cert. of Com.
Lawrence J. Yup	FF Engine 11	04-20-98	Cert. of Com.
Brendan A. Ward	CAPT Engine 32	04-21-98	Cert. of Com.
John D. Voelker	FF Truck 9	04-21-98	Cert. of Com.
Melissa M. Lerma	FF Engine 11	04-21-98	Cert. of Com.
Dennis W. Carroll	C/A Batt. 9	06-16-98	Class "C"
Michael D. Clark	FF Truck 11	07-03-98	Cert. of Com.
Renato Bermudez	FF Truck 11	07-03-98	Cert. of Com.
Conrad R. Brosas	FF Truck 13	07-03-98	Cert. of Com.

4. REGULAR CALENDAR - NEW BUSINESS

PUBLIC COMMENT

- C) Members of the public may address the Fire Commission on items of interest to the public which are within the subject matter jurisdiction of the Commission.

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(MINUTES)

NOV 19 1998

FIRE COMMISSION

SAN FRANCISCO
PUBLIC UTILITY

Regular Meeting - Thursday - October 8, 1998 - 6:00 p.m.
260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:

Acting President Hadley R. Roff
Commissioner Stephen A. Nakajo
Commissioner Russell S. Roeca

President Rosemarie Fernandez-Pifer and Commissioner Ted N. Soulis were
excused for business reasons.

Robert L. Demmons
Harold E. Gamble
Patrick W. White
Lorrie A. Kalos

- Chief of Department
- Deputy Chief - Operations
- Deputy Chief - Administration (Acting)
- Assistant Deputy Chief - Support Services

Chief Officers - Staff:

Joseph C. Asaro

- Training (Acting)

Chief Officers - Firefighting Services:

Daniel E. Barden
James R. Cavellini
David A. Frisella
Ray Balzarini
Richard C. Shortall

- Division 1
- Division 2
- Division 3 (Acting)
- Division of Airports
- Emergency Medical Services

2. Approval of the minutes of the Regular Meeting of September 10, 1998.

Commissioner Roeca moved and Commissioner Nakajo seconded.
There were no questions or discussion and the minutes were approved as
presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "N") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A) Retirements

Communications received from Retirement Board indicating the following members have retired:

		<u>Retirement Date</u>
Thuesen, Albert L.	H40 Battalion Chief	Aug. 19, 1998
DeMartini, George A.	H28 Lieutenant, D.O.T.	Sep. 02, 1998
Olsen, Danny H.	H20 Lieutenant	Sep. 01, 1998
Hill, George K.	H2 Firefighter	Sep. 03, 1998

(Note: Retirement Certificates will be presented at
a Fire Commission meeting in November, 1998)

B) Monthly Report - Training

Submitting monthly report from Division of Training for September, 1998.

C) Monthly Report - Div. of FP&I

Submitting monthly report from Division of Fire Prevention and Investigation concerning activities performed during July and August, 1998.

D) Monthly Report - Management Services

Submitting monthly report from Management Services concerning activities performed during August, 1998.

3. CONSENT CALENDAR

E) Probationary Appointments

Reporting the following PROBATIONARY appointments:

EFFECTIVE DATE - SEPTEMBER 21, 1998

H2 Firefighter

Tracy M. Cavaretta
(vice: New Position 1998-99,
Airport)

Cynthia F. Childers
(vice: New Position 1998-99,
Treasure Island)

Clyde M. Watarai
(vice: New Position 1998-99,
Airport)

William Chin
(vice: New Position 1998-99,
Treasure Island)

Matthew L. Wayne
(vice: New Position 1998-99,
Airport)

Tracy L. Courtney
(vice: New Position 1998-99,
Treasure Island)

Daisy Yu
(vice: New Position 1998-99,
Airport)

Sasha A. Grande
(vice: New Position 1998-99,
Treasure Island)

Shawn A. Zimmerman
(vice: New Position 1998-99,
Airport)

Bridget M. Cullinane
(vice: New Position 1998-99,
Treasure Island)

Robert A. Styles
(vice: New Position 1998-99,
Airport)

Marifi D. Esteves
(vice: New Position 1998-99,
Treasure Island)

Kenneth C. Cordero
(vice: New Position 1998-99,
Airport)

Cynthia A. Faenzi
(vice: New Position 1998-99,
Treasure Island)

Rachael E. Atchison
(vice: New Position 1998-99,
Treasure Island)

Jennifer W. Glickman
(vice: New Position 1998-99,
Treasure Island)

Richard M. Britton
(vice: New Position 1998-99,
Treasure Island)

Michael Guajardo
(vice: New Position 1998-99,
Treasure Island)

Adam P. Bustillos
(vice: New Position 1998-99,
Treasure Island)

Privado M. Gumabay
(vice: Brian Rabbitt,
apptd. H20 Lieut.)

3. CONSENT CALENDAR

E) Probationary Appointments (Continued)

Teresa A. Jurgens
(vice: Vincent Perez,
apptd. H20 Lieut.)

Glenn E. Kircher
(vice: Philip Stevens,
apptd. H20 Lieut.)

Erika A. Lockhart
(vice: John Hickey,
apptd. H20 Lieut.)

Eric Louie
(vice: Jose Velo,
apptd. H20 Lieut.)

Victor S. Lubet
(vice: Jeanne Seyler,
apptd. H20 Lieut.)

Stephen A. Maguire
(vice: Timothy Callen,
apptd. H20 Lieut.)

Douglas B. Manguiat
(vice: Leslie Steinhoff,
apptd. H20 Lieut.)

Sean S. Matsubayashi
(vice: Edward Campbell,
apptd. H20 Lieut.)

Kenneth S. McCarthy
(vice: Franco Calzolari,
apptd. H20 Lieut.)

Kevin A. McKeon
(vice: Rudy Guajardo,
apptd. H20 Lieut.)

Eric G. Montalvo
(vice: Edward Moy,
apptd. H20 Lieut.)

Denise J. Pemberton
(vice: Robert Postel,
apptd. H20 Lieut.)

Geoffrey R. Quesada
(vice: Ronald Pruyn,
apptd. H20 Lieut.)

Daniel W. Tauber
(vice: Greg Wyrsh,
apptd. H20 Lieut.)

Floyd K. Rollins II
(vice: Daniel Sullivan,
apptd. H20 Lieut.)

Delainya I. Salstrand
(vice: Darryl Hunter,
apptd. H20 Lieut.)

Robert D. Scheppler
(vice: Steven Wiessler,
apptd. H20 Lieut.)

Kenneth D. Smith
(vice: Thomas Abbott,
apptd. H20 Lieut.)

Gregg M. Takeuchi
(vice: William Clark,
apptd. H20 Lieut.)

Henry Choy
(vice: Melanie Stapper,
retired)

William J. Lau
(vice: Deborah Hall,
deceased)

Harley K. Bierman
(vice: Dominic Aiello,
retired)

3. CONSENT CALENDAR

F) Permanent Exempt Appointment

Reporting the following PERMANENT EXEMPT appointment:

EFFECTIVE DATE - SEPTEMBER 16, 1998

1974 Special Assistant XV

Debra R. Ward
(vice: Mary King-Gorwky,
transferred to Rec/Park)

G) Resignation

Submitting resignation of 2532 Paramedic
Robert Boyd, effective close of business
August 26, 1998.

(Resigned for personal reasons.
Transferred from DPH 07-01-97.)

H) Leave of Absence

Submitting request for leave of absence with pay
for Battalion Chief Audrey Lee, Bureau of
Personnel, for five days, September 14
through September 18, 1998, in order to attend
the International Association of Fire Chief's
Convention in Louisville, Kentucky. Tuition,
transportation and lodging will be paid by
Battalion Chief Lee. He will not be replaced.

I) Leaves of Absence

Submitting requests for leaves of absence without
pay from the following:

H2 Firefighter Heather J. Hodgin, Airport, for
three months, September 23 through December 23,
1998. Leave requested for personal reasons.

H1 Fire/Rescue Paramedic Gina Hernandez,
for one month and 23 days (sick leave),
July 31 through September 23, 1998.

3. CONSENT CALENDAR

I) Leaves of Absence (Continued)

H1 Fire/Rescue Paramedic Irene Ybarra,
for one month and 20 days (sick leave),
August 10 through September 30, 1998.

H1 Fire/Rescue Paramedic Gay Bryson,
for three months (family care),
November 3, 1998 through January, 31, 1999.

J) Indefinite Leave

Submitting request for leave of absence from
2532 Paramedic Stuart Beach, from August 3,
1998, to indefinite, in order to accept
H1 Fire/Rescue Paramedic position.

K) Accidents

Submitting reports and recommendations of
the Accident Committee regarding the
following accidents:

	Accident No. _____	Date	Serial No. _____	Category	Recommendation
Engine 11	98-9-035	08-14-98	591	C	File
Off: Lt. Rudy Guajardo;	Drv: FF James Moore				
Cause: Misjudged clearance - Eng 11, while responding to an incident, broke the mirror of a parked car					
Medic 36	98-9-036	08-25-98	724	B	Bill
Drv: Fire/Rescue Paramedic Susan Berry					
Cause: Failure to yield - Medic 36, while responding to an incident, stopped at an intersection; as it turned left an automobile pulled forward, striking Medic 36					
Truck 18	98-9-037	08-25-98	632	A	File
Off: T/Capt. Harry Pinkard;	Drv: FF James Sweeney;			Tlr: FF Kevin Martin	
Cause: Misjudged clearance - Trk 18, while exiting quarters and turning left, struck the left front of Medic 18					

3. CONSENT CALENDAR

K) Accidents (Continued)

Truck 12 98-9-038 08-25-98 610 C File
Off: Lt. Charles Schafer; Drv: FF Joseph Sullivan; Tlr: FF Gary Merillion

Cause: Misjudged clearance - Trk 12, while returning to quarters, struck a vehicle when the tiller operator oversteered

Headquarters 98-9-039 08-26-98 377 C File
Off: Asst. Deputy Chief II Lorrie Kalos

Cause: Rear end - HQ vehicle, while in stop and go freeway traffic, slightly tapped the rear end of another vehicle

Truck 14 98-9-040 08-27-98 603 B Bill
Off: T/Lt. Kerby Lau; Drv: FF Robert Barbara; Tlr: FF William Wong

Cause: Improper lane - Trk 14, while travelling on Geary Boulevard, was hit by a vehicle which crossed into Trk 14's driving lane

B.F.P. 98-9-041 08-28-98 101 B Bill
Drv: T/Inspector Gerald Guitron

Cause: BFP vehicle, while parked, was struck by another vehicle

B.F.I. 98-9-042 08-30-98 969 C File
Drv: T/Investigator Mary Carder

Cause: Backing up - BFI vehicle, while backing up at fire scene, struck a vehicle which had pulled in behind the BFI vehicle

Engine 5 98-9-043 08-31-98 508 B Bill
Off: Capt. Michael Nolan; Drv: FF Lloyd Goldberg

Cause: Eng 5, while parked, was struck by a vehicle which was attempting to park nearby

A.W.S.S. 98-9-044 09-01-98 941 B Bill
Drv: Utility Plumber Supervisor William Gunn

Cause: Illegal left turn - AWSS pickup truck was struck by a vehicle making an illegal left turn in front of the AWSS pickup truck

3. CONSENT CALENDAR

K) Accidents (Continued)

Engine 44 98-9-045 09-01-98 506 A File
Off: Lt. Daniel Sullivan; Drv: Alison Yee

Cause: Misjudged clearance - Eng 44, while making a .
turn, struck a parked vehicle

Truck 18 98-9-046 09-06-98 676 C File
Off: Capt. Mark Groshong; Drv: FF Mary Callahan; Tlr: FF John Blake

Cause: Excessive speed - Trk 18, while responding to
an incident with red lights and siren, slowed
but did not stop at an arterial sign; upon
continuing Trk 18 collided with a pickup truck

B.F.P. 98-9-047 09-08-98 022 B File
Drv: Inspector Bert Reyes

Cause: Pedestrian ran into vehicle - BFP vehicle,
while proceeding in left hand lane with a
green light, collided with pedestrian who
ran between vehicles and into the fender
of the BFP vehicle

Engine 36 98-9-048 09-09-98 504 C File
Off: Lt. Alexander King; Drv: FF James Fewell

Cause: Backing up - Eng 36, while backing into
quarters, struck a vehicle that had pulled in
behind Eng 36; guides were posted but unable
to warn driver

Truck 2 98-9-049 09-10-98 609 B File
Off: Capt. James Edwards; Drv: FF Moisa Cueto

Cause: Equipment failure - Trk 2 was practicing
aerial operations when a ladder strap holding
the rope bag broke, causing the strap to fall
and damage a parked vehicle's windshield

Truck 3 98-9-050 09-11-98 615 A File
Off: T/Lt. Zachary Pumphrey; Drv: FF Robert Muniz; Tlr: FF Andrew Assereto

Cause: Misjudged clearance - Trk 3, while pulling out
of quarters, scraped a parked vehicle

3. CONSENT CALENDAR

K) Accidents (Continued)

Medic 1	98-9-051	09-12-98	726	A	File
Drv: Fire/Rescue Paramedic Joaquin Villareal					
Cause: Misjudged clearance - Medic 1, while turning into a parking lot, brushed against a telephone pole support cable					
Truck 1	98-9-052	09-15-98	613	A	File
Off: T/Lt. Robert Winslow; Drv: FF Jeffery Moreno; Tlr: FF Patrick Martinez					
Cause: Misuse of switch - Trk 1, while at an incident, damaged a parked vehicle; this occurred when the tillerperson pressed the wrong switch causing the jack on the opposite side of the truck to strike the vehicle					

Note:

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

L) Unlitigated Claims

Submitting report from City Attorney's Office
on unlitigated claims for August, 1998:

Name of Claimant	Claim Amount <u>Filed/Paid</u>	Accident Number/ <u>Category/Unit</u>	Date of Accident
Hao Quan Ngo	\$ 10,000/\$2,315.73	97-8-136 (C) Medic 17	01-10-98
Yellow Cab	1,043.85	97-8-149 (C) Medic 36	01-25-98

3. CONSENT CALENDAR

L) Unlitigated Claim (Continued)

John Maher	734.25/ ,	283.91	97-8-156 (A)	Eng 41	02-03-98
Timothy Finn		2,852.54	97-8-161 (C)	Eng 6	02-10-98
Ilara Stolz		675.68	97-8-173 (C)	Medic 17	03-12-98
Helen Lam		434.03	97-8-226 (A)	Eng 44	05-20-98
Roni Howard		1,170.63	property damage		03-29-98
Blesilda Simon	678.00/	178.08	property damage		06-13-98

M) Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries, August 22 through September 4, 1998.

N) Temporary Appointments

Reporting having made 450 temporary appointments August 22 through September 4, 1998.

Commissioner Nakajo moved and Commissioner Roeca seconded. "N" There were no questions or discussion and Items "A" through "N" on the Consent Calendar were approved or ordered filed as appropriate.

3. CONSENT CALENDAR

K) Accidents (Continued)

Medic 1 98-9-051 09-12-98 726 A File
Drv: Fire/Rescue Paramedic Joaquin Villareal

Cause: Misjudged clearance - Medic 1, while turning into a parking lot, brushed against a telephone pole support cable

Truck 1 98-9-052 09-15-98 613 A File
Off: T/Lt. Robert Winslow; Drv: FF Jeffery Moreno; Tlr: FF Patrick Martinez

Cause: Misuse of switch - Trk 1, while at an incident, damaged a parked vehicle; this occurred when the tillerperson pressed the wrong switch causing the jack on the opposite side of the truck to strike the vehicle

Note:

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3. CONSENT CALENDAR

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Ilara Stolz	675.68		97-8-173 (C)	Medic 17	03-12-98
Helen Lam	434.03		97-8-226 (A)	Eng 44	05-20-98
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N) Temporary Appointments

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Commissioner Nakajo moved and Commissioner Roeca seconded. There were no questions or discussion and Items "A" through "N" on the Consent Calendar were approved or ordered filed as appropriate.

3. CONSENT CALENDAR

N) Temporary Appointments (Continued).

Report having made 450 temporary appointments during Payroll Period August 22 through September 4, 1998.

NAME	Present RANK	Higher RANK	NO.OF DAYS WORKED	DATES
BARBANO MARK J	0040	0050	3	09/01/98
BOUDOURES ROBERT G	0040	0050	2	08/25/98
BRACCO RICHARD D	0040	0050	8	08/22/98
CARDINALE FRANK T	0040	0050	7	08/23/98
FERRY JAMES C	0040	0050	5	08/22/98
FRISELLA DAVID A	0040	0050	7	08/22/98
JONES PAUL D	0040	0050	2	08/31/98
LEE JOHN J	0040	0050	2	09/01/98
LEE JOHN J	0040	0050	2	08/23/98
LO JOHNNY ROBERT	0040	0050	4	08/26/98
SIMI ANTHONY M	0040	0050	1	08/22/98
TREANOR FRANK R	0040	0050	2	08/28/98
VELASQUEZ THOMAS M	0040	0050	2	08/25/98
BENNETT ROD L	0030	0040	2	09/03/98
BONNEL MICHAEL W	0030	0040	2	08/31/98
BONNEL MICHAEL W	0030	0040	2	08/28/98
CAREY WILLIAM G	0030	0040	6	08/23/98
CARLOMAGNO JOSEPH	0030	0040	2	08/29/98
GONZALES MARCUS A	0030	0040	2	09/02/98
GONZALVES KEVIN J	0030	0040	2	08/25/98
GOODIN DOUGLAS L	0030	0040	7	08/26/98
GROSHONG MARK V	0030	0040	4	08/25/98
KELBER PHILIP S	0030	0040	6	08/22/98
MCLAUGHLIN PATRICK	0030	0040	4	08/23/98
NOLAN MICHAEL J	0030	0040	4	08/25/98
NOLAN VINCENT J	0030	0040	4	08/22/98
ODONNELL EDWARD JR	0030	0040	2	08/25/98
PEEFF JOHN T	0030	0040	2	09/02/98
REVEL RENE H	0030	0040	2	08/31/98
ROYBAL PETER D	0030	0040	9	08/23/98
SERAFINI WILLIAM F	0030	0040	4	08/25/98
SULLIVAN DAVID R	0030	0040	1	08/22/98
TRAINOR RONALD E	0030	0040	2	08/29/98
TRAINOR RONALD E	0030	0040	2	08/23/98
AHERN JOHN W	0020	0030	2	08/29/98
AHUMADA MICHAEL R	0020	0030	5	08/29/98
ARTEMOFF GEORGE S	0020	0030	4	08/30/98
ARTEMOFF GEORGE S	0020	0030	1	08/22/98
BARAONA EUGENE A	0020	0030	4	08/31/98
BARAONA EUGENE A	0020	0030	2	08/22/98
AHERN JOHN W	0020	0030	2	08/30/98
AHUMADA MICHAEL R	0020	0030	5	08/29/98
ARTEMOFF GEORGE S	0020	0030	4	08/30/98
ARTEMOFF GEORGE S	0020	0030	1	08/22/98
BARAONA EUGENE A	0020	0030	4	08/31/98
BARAONA EUGENE A	0020	0030	2	08/22/98

3. CONSENT CALENDAR

N) Temporary Appointments (Continued).

BARTELS WILLIAM J	0020	0030	4	08/30/98	09/03/98
BARTELS WILLIAM J	0020	0030	2	08/24/98	08/25/98
BATISTE WALTER D	0020	0030	1	09/04/98	09/04/98
BATISTE WALTER D	0020	0030	2	08/29/98	08/30/98
BELLO MICHAEL W	0020	0030	2	08/25/98	08/26/98
BOKURA STEVEN MASAOKI	0020	0030	2	08/23/98	08/24/98
BONNIE WM SCOTLAND	0020	0030	7	08/22/98	09/03/98
BRUCE GEORGE J	0020	0030	2	08/31/98	09/01/98
BRUCE GEORGE J	0020	0030	2	08/25/98	08/26/98
CAREY JAMES M	0020	0030	2	08/25/98	08/26/98
CARROLL DAVID A	0020	0030	8	08/22/98	09/01/98
CASTAGNOLA MICHAEL	0020	0030	2	08/23/98	08/24/98
CONNORS JAMES M	0020	0030	4	08/30/98	09/03/98
CONNORS JAMES M	0020	0030	2	08/24/98	08/25/98
CUNNIE MICHAEL J	0020	0030	2	09/03/98	09/04/98
DITO AUSTIN M	0020	0030	2	08/23/98	08/24/98
DITO RAYMOND E	0020	0030	2	08/23/98	08/24/98
ERLER RUDOLPH L	0020	0030	2	08/31/98	09/01/98
ERLER RUDOLPH L	0020	0030	4	08/22/98	08/26/98
FLAHERTY STEPHEN A	0020	0030	2	08/22/98	08/23/98
FORBES JOHN J III	0020	0030	7	08/26/98	09/04/98
FRANKLIN DAVID LAWRENCE	0020	0030	2	08/23/98	08/24/98
FREDIANI DONALD L	0020	0030	9	08/22/98	09/03/98
GALLEGOS THOMAS M	0020	0030	2	08/22/98	08/23/98
GARCIA GEORGE H JR	0020	0030	2	08/27/98	08/28/98
GARRY KEVIN J	0020	0030	2	09/02/98	09/03/98
GARRY KEVIN J	0020	0030	3	08/22/98	08/25/98
GUTIERREZ RICHARD	0020	0030	4	08/31/98	09/04/98
JOHNSON MARK JEFFREY	0020	0030	2	08/30/98	08/31/98
JOHNSON MARK JEFFREY	0020	0030	1	08/22/98	08/22/98
JONES WINONA M	0020	0030	2	08/25/98	08/26/98
KELLY THOMAS J	0020	0030	2	08/29/98	08/30/98
KIM ROBERT K	0020	0030	2	08/24/98	08/25/98
KOSTA FRANK H	0020	0030	2	08/31/98	09/01/98
KOSTA FRANK H	0020	0030	4	08/22/98	08/26/98
LARKIN HENRY J	0020	0030	1	08/22/98	08/22/98
LAUER RICHARD L	0020	0030	2	09/02/98	09/03/98
LAUER RICHARD L	0020	0030	4	08/24/98	08/28/98
LEE JAMES J	0020	0030	7	08/26/98	09/04/98
LEONARD ALLAN J	0020	0030	9	08/23/98	09/04/98
LIGGINS EDWARD JR	0020	0030	2	09/02/98	09/03/98
LIGGINS EDWARD JR	0020	0030	5	08/22/98	08/28/98
MCDONAGH JAMES R	0020	0030	2	08/30/98	08/31/98
MCHUGH JAMES E	0020	0030	6	08/25/98	09/01/98
MCKEON JOSEPH B	0020	0030	6	08/22/98	08/29/98
MOLINARI ROBERT M	0020	0030	2	08/26/98	08/27/98
MONTAGUE GARY M	0020	0030	2	09/03/98	09/04/98
MONTAGUE GARY M	0020	0030	4	08/25/98	08/29/98
MORINO FRANK	0020	0030	2	08/25/98	08/26/98

3. CONSENT CALENDAR

N) Temporary Appointments (Continued)

MULLANEY PATRICK K	0020	0030	2	08/23/98	08/24/98
MURRAY THOMAS E	0020	0030	7	08/26/98	09/04/98
CONNOR JAMES J	0020	0030	7	08/23/98	09/04/98
OLLER ROBERT G	0020	0030	2	08/30/98	08/31/98
OLLER ROBERT G	0020	0030	1	08/22/98	08/22/98
OUTLEY JAMES A	0020	0030	1	09/04/98	09/04/98
PAPERA MICHAEL C	0020	0030	2	08/25/98	08/26/98
PINKARD HARRY T	0020	0030	4	08/25/98	08/29/98
PLESCIA MATTHEW V	0020	0030	6	08/22/98	09/01/98
RELEI ROBERT E	0020	0030	2	08/30/98	08/31/98
RIPOLL GEORGE J	0020	0030	2	09/02/98	09/03/98
RIPOLL GEORGE J	0020	0030	1	08/22/98	08/22/98
ROSS MARTY A	0020	0030	4	08/24/98	08/28/98
SHERIDAN REID K	0020	0030	4	08/22/98	08/26/98
SMITH STEPHEN C	0020	0030	2	08/26/98	08/27/98
SOULE ANTHONY P	0020	0030	3	08/29/98	09/04/98
SUTTER DENNIS J	0020	0030	2	08/23/98	08/24/98

CHAN WING CHUNG	0010	0020	6	08/25/98	09/04/98
FERRANDO JOHN J	0010	0020	4	08/23/98	08/27/98
GRIFFEY NIKKI P	0010	0020	5	08/28/98	09/04/98
MORRISON JOSEPH	0010	0020	8	08/22/98	09/04/98
OWEN KENNETH H	0010	0020	5	08/22/98	08/29/98
VANDERVENNET JOHN	0010	0020	4	08/26/98	08/30/98

BACCIOCCO LOUIS F	0002	0020	2	08/31/98	09/01/98
BACCIOCCO LOUIS F	0002	0020	4	08/22/98	08/26/98
BAILON THOMAS R	0002	0020	2	09/02/98	09/03/98
BAILON THOMAS R	0002	0020	3	08/22/98	08/25/98
BALMY ALEC MICHAEL	0002	0020	8	08/22/98	09/04/98
BARNES CARL ANTHONY	0002	0020	2	09/02/98	09/03/98
BARNES CARL ANTHONY	0002	0020	3	08/22/98	08/25/98
BECKERLEY JOHN G	0002	0020	4	08/31/98	09/04/98
BECKERLEY JOHN G	0002	0020	2	08/22/98	08/23/98
BERTOLLO WALTER R	0002	0020	5	08/29/98	09/04/98
BLACKBURN ROBERT G	0002	0020	1	08/22/98	08/22/98
BLAKE RICHARD A	0002	0020	2	08/23/98	08/24/98
BOTELHO ERIC J	0002	0020	2	09/01/98	09/02/98
BOTELHO ERIC J	0002	0020	4	08/23/98	08/27/98
BUSALACCHI RICHARD	0002	0020	1	09/04/98	09/04/98
BUSALACCHI RICHARD	0002	0020	6	08/23/98	08/30/98
CABA JOHN JAY	0002	0020	2	09/02/98	09/03/98
CABA JOHN JAY	0002	0020	2	08/24/98	08/25/98
CALKIN ELBERT R	0002	0020	6	08/22/98	09/01/98
CHARLTON MICHAEL B	0002	0020	2	09/03/98	09/04/98
CHARLTON MICHAEL B	0002	0020	4	08/25/98	08/29/98
CHRISTOBAL CLYDE M	0002	0020	7	08/26/98	09/04/98
CHU EDWARD Y	0002	0020	8	08/25/98	09/04/98

3. CONSENT CALENDAR

N) Temporary Appointments (Continued)

COFFEY STEPHEN P	0002	0020	3	08/22/98	08/25/98
COTTON MICHAEL A	0002	0020	2	08/22/98	08/23/98
CRISPEN DEAN MATHEW	0002	0020	2	08/29/98	08/30/98
CUNNANE JAMES P	0002	0020	3	09/01/98	09/04/98
CUNNANE JAMES P	0002	0020	2	08/26/98	08/27/98
DELANE MICHAEL W	0002	0020	7	08/23/98	09/04/98
DIAZ CHRISTOPHER A	0002	0020	2	08/24/98	08/25/98
DILUZIO JOHN A	0002	0020	5	08/26/98	09/04/98
DUNN GERALD R	0002	0020	9	08/22/98	09/03/98
FALLS GARY J	0002	0020	2	08/23/98	08/24/98
FARAC STEPHEN N	0002	0020	8	08/25/98	09/04/98
FAUSS MICHAEL	0002	0020	2	08/29/98	08/30/98
FEINER STEPHEN H	0002	0020	2	08/29/98	08/30/98
FEINER STEPHEN H	0002	0020	2	08/23/98	08/24/98
GALLAGHER PETER J	0002	0020	2	09/02/98	09/03/98
GHILARDI EDWARD J JR	0002	0020	2	08/29/98	08/30/98
GISSLER JACK A	0002	0020	7	08/26/98	09/04/98
GOGGIN DONALD JAMES	0002	0020	8	08/25/98	09/04/98
GRAYS ERNEST P	0002	0020	2	08/29/98	08/30/98
GRIMESEY PATRICK E	0002	0020	2	09/03/98	09/04/98
HAYES MARK T	0002	0020	3	08/22/98	08/25/98
HERRERA RUBEN	0002	0020	2	08/22/98	08/23/98
HESTER JOHN W	0002	0020	8	08/25/98	09/04/98
HOGAN WILLIAM D	0002	0020	8	08/22/98	09/04/98
HORTON JOSEPH MICHAEL	0002	0020	2	08/24/98	08/25/98
HURTADO VICTOR GABRIEL	0002	0020	2	08/30/98	08/31/98
HURTADO VICTOR GABRIEL	0002	0020	1	08/22/98	08/22/98
JONES KENNETH R	0002	0020	7	08/26/98	09/04/98
KANE MARK E	0002	0020	6	08/23/98	09/02/98
KANNISTO RICHARD A	0002	0020	2	09/02/98	09/03/98
KANNISTO RICHARD A	0002	0020	2	08/24/98	08/25/98
KEOHANE JERRY E	0002	0020	4	08/22/98	08/26/98
KING JOSEPH L	0002	0020	7	08/22/98	08/31/98
KNIGHT ROHAN	0002	0020	9	08/22/98	09/03/98
KOENIG WILLIAM G	0002	0020	8	08/22/98	09/01/98
LAU KERBY	0002	0020	9	08/22/98	09/03/98
LEE ARNIE	0002	0020	2	08/24/98	08/25/98
LEE SONNY JAK	0002	0020	7	08/22/98	09/03/98
MAGNUSEN LONNIE H	0002	0020	7	08/22/98	09/03/98
MCCOY JOHN	0002	0020	4	09/28/98	09/04/98
MCHUGH PAUL M	0002	0020	4	08/23/98	08/30/98
MCPARTLAN STEPHEN ANTHONY	0002	0020	2	08/23/98	08/24/98
MERRILL CLIFTON D	0002	0020	3	08/22/98	08/25/98
MIELKE ROBERT T	0002	0020	3	08/22/98	08/25/98
MULHAIR LESLIE K	0002	0020	10	08/22/98	09/04/98
MUNIZ ROBERT P	0002	0020	8	08/22/98	09/04/98
ONISHI KEITH RYO	0002	0020	2	08/24/98	08/25/98
OSHEA JOHN P	0002	0020	8	08/22/98	09/04/98
OSULLIVAN KEVIN EDWARD	0002	0020	1	09/04/98	09/04/98

3. CONSENT CALENDAR

N) Temporary Appointments (Continued).

OSULLIVAN KEVIN EDWARD	0002	0020	4	08/23/98	08/27/98
PARATLEY ANITA DAWN	0002	0020	2	08/26/98	08/27/98
PARENT JOHN C	0002	0020	2	08/30/98	08/31/98
PAUL ALLAN R	0002	0020	2	09/02/98	09/03/98
PUMPHREY ZACHARY WILLIAMS	0002	0020	2	08/22/98	08/23/98
REY BRAD LAWRENCE	0002	0020	7	08/22/98	08/31/98
RITTER DAVID C	0002	0020	10	08/22/98	09/04/98
ROMERO SAMUEL NMI	0002	0020	2	08/23/98	08/24/98
SALA SIULAGI L	0002	0020	6	08/23/98	09/02/98
SCHRIK JAMES J	0002	0020	2	09/02/98	09/03/98
SERPA ANTHONY J	0002	0020	2	08/22/98	08/23/98
SKAIN PATRICK M	0002	0020	2	09/01/98	09/02/98
SLATTERY RICHARD F	0002	0020	4	08/24/98	08/28/98
STORTI WILLIAM OLIVER	0002	0020	10	08/22/98	09/04/98
SULLIVAN DENNIS WILLIAM	0002	0020	7	08/23/98	09/04/98
URQUIAGA PAUL THOMAS	0002	0020	9	08/22/98	09/03/98
URQUIAGA PAUL THOMAS	0002	0020	4	08/30/98	09/03/98
WINSLOW ROBERT EDWARD	0002	0020	1	08/22/98	08/22/98
WONG MIKE JAMES	0002	0020	10	08/22/98	09/04/98
WONG SUEON F	0002	0020	8	08/22/98	09/01/98
ZOUZOUNIS DENNIS J	0002	0020	8	08/22/98	09/01/98
			7	08/23/98	09/04/98
ALEXANDER ALEXANDRA	0002	0010	8	08/22/98	09/04/98
AUSTIN KATHY A	0002	0010	6	08/25/98	09/04/98
BIAGINI DANIEL	0002	0010	3	08/22/98	08/29/98
BIEBER ROBERT PAUL	0002	0010	2	08/29/98	08/30/98
BOHLER HEIDI MARIT	0002	0010	1	09/04/98	09/04/98
BULLOCK MEDRICK	0002	0010	2	08/27/98	08/28/98
CABA JOHN JAY	0002	0010	2	08/27/98	08/28/98
CARDINALE KATHRYN M C	0002	0010	2	08/22/98	08/23/98
CELONA MICHAEL	0002	0010	6	08/24/98	09/03/98
CUFF ROBERT JOSEPH	0002	0010	2	08/24/98	08/25/98
CUFFE FRANK	0002	0010	8	08/22/98	09/04/98
DEWITT DAWN DANIELLE	0002	0010	1	08/22/98	08/22/98
EMMONS CHRISTINE ELYSE	0002	0010	2	08/26/98	08/27/98
GHILARDI EDWARD	0002	0010	6	08/23/98	09/02/98
GORDON DAVID	0002	0010	8	08/22/98	09/02/98
HALL JAMES NMI	0002	0010	4	08/22/98	08/26/98
HARRIS LEONARDO	0002	0010	6	08/23/98	09/02/98
HIGGINS PATRICK BERNARD	0002	0010	4	08/25/98	08/29/98
HOY CARLOS	0002	0010	2	08/28/98	08/29/98
JAMES ROBERT	0002	0010	9	08/22/98	09/03/98
JEW LAWRENCE MOON	0002	0010	1	08/22/98	08/22/98
JOHNSON DAVID	0002	0010	6	08/23/98	08/30/98
JONES HELEN MICHELLE	0002	0010	9	08/22/98	09/03/98
KARAWANNY GEORGE	0002	0010	8	08/22/98	09/04/98
KERN DONALD EUGENE JR	0002	0010	1	09/04/98	09/04/98
KERR KAREN E	0002	0010	2	08/28/98	08/29/98

3. CONSENT CALENDAR

N) Temporary Appointments (Continued)

MCDILL ROBERT G	0002	0010	2	08/31/98	09/01/98
MCKEON KIMBERLY D	0002	0010	2	08/28/98	08/29/98
MCPARTLAN STEPHEN ANTHONY	0002	0010	2	08/29/98	08/30/98
MORAN PATRICK KENNETH	0002	0010	2	09/01/98	09/02/98
ORTEGA WILLA HONIKO	0002	0010	1	09/04/98	09/04/98
PAMPANIN VINCENT	0002	0010	2	09/03/98	09/04/98
PARKER MICHAEL REIS	0002	0010	2	09/03/98	09/04/98
PAUL ALLAN	0002	0010	4	08/26/98	08/30/98
PITRE MELVIN	0002	0010	2	08/30/98	08/31/98
POYDESSUS RAYMOND P	0002	0010	2	09/01/98	09/02/98
QUINN WALLACE G	0002	0010	2	09/03/98	09/04/98
REED JOHN H	0002	0010	2	08/27/98	08/28/98
ROBINSON RONALD	0002	0010	6	08/22/98	09/04/98
RUCKER THOMAS W	0002	0010	1	08/22/98	08/22/98
SARIBALIS GEORGE A	0002	0010	1	09/04/98	09/04/98
SCHRIK JAMES J	0002	0010	2	08/28/98	08/29/98
SCOLA MATTHEW J	0002	0010	4	08/26/98	08/30/98
SEVER KEITH L	0002	0010	2	08/31/98	09/01/98
SHAPONA DAVID	0002	0010	2	08/31/98	09/01/98
SMITH KRISTA	0002	0010	2	08/24/98	08/25/98
STUCKERT BRENT WAYNE	0002	0010	2	08/24/98	08/25/98
TALMADGE MELINDA ANNETTE	0002	0010	4	08/30/98	09/03/98
URQUIAGA PAUL	0002	0010	4	08/24/98	08/28/98
VARGAS JAMES R	0002	0010	2	08/24/98	08/25/98
VERANT ROGGER	0002	0010	8	08/22/98	09/04/98
WING DEREK J	0002	0010	2	09/03/98	09/04/98
WON JOHN	0002	0010	8	08/22/98	09/04/98
WOO ARNOLD	0002	0010	8	08/22/98	09/04/98
WU ALLEN SUNNY	0002	0010	2	09/01/98	09/02/98
WU ALLEN SUNNY	0002	0010	4	08/23/98	08/27/98
AHERN ROBERT	0002	0003	2	08/31/98	09/01/98
ALLEN NANCY	0002	0003	2	08/23/98	09/24/98
BORTMAS DARREN	0002	0003	4	08/24/98	08/28/98
FEWELL TIMOTHY	0002	0003	1	08/22/98	08/22/98
FEWELL TIMOTHY	0002	0003	6	08/27/98	09/03/98
KELLER SCOTT	0002	0003	2	08/22/98	08/23/98
KELLER SCOTT	0002	0003	2	08/31/98	09/04/98
REYNAUD ALAN	0002	0003	2	08/24/98	08/25/98
REYNAUD ALAN	0002	0003	1	08/31/98	08/31/98
SIGUENZA PABLO	0002	0003	4	08/26/98	08/30/98
CARNIGLIA MARCO	0001	0033	2	08/29/98	08/30/98
CERNA GEORGE	0001	0033	1	09/02/98	09/02/98
FRANKS BENJAMIN	0001	0033	1	09/04/98	09/04/98

DISABILITY PAY

3. CONSENT CALENDAR

N) Temporary Appointments (Continued).

MORAN MICHAEL	0040	0050	14	08/22/98	09/04/98
RONAN JOHN	0030	0040	14	08/22/98	09/04/98
SMITH STEPHEN	0020	0030	1	08/22/98	08/22/98
DEMARTINI GEORGE	0020	0028	11	08/22/98	09/01/98
JONES MICHAEL	0020	0028	14	08/22/98	09/04/98
DIAZ CHRISTOPHER	0002	0020	10	08/26/98	09/04/98
HILL STEVEN	0002	0020	14	08/22/98	09/04/98
WONG BARRY	0002	0020	14	08/22/98	09/04/98
KRAMER KEVIN	0002	0010	14	08/22/98	09/04/98

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted 19 letters commending members of the Department for response to requests for assistance or emergencies, or training.

President Fernandez-Pifer directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

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Mission Education Projects Incorporated
3049 - 24th Street
San Francisco, California 94110

September 16, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

Recently Mission Education Projects Incorporated (MEPI) was invited to attend Latin America Day sponsored by the San Francisco Giants. We were very excited about the chance to bring the children in our tutorial program to this event. Some of the children had never attended a game. We had one problem; we did not have a way to transport them. I contacted Lieutenant Charles Crane of Station 7 to ask for assistance. Lieutenant Crane was very helpful. He found us transportation and drivers for the day.

In addition to Lieutenant Crane, I would like to thank, on behalf of the children and parents of MEPI, Firefighter Chester Spirlin of Station 7 and Firefighter Greg Barron of Station 24 for giving up their free time to drive our youth on this day. These two men are to be praised for their kindness and selflessness. They are an asset to the San Francisco Fire Department and to the youth of the Mission District.

Sincerely,

/s/ JENE RITA ALVIAR
Executive Director

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

University of San Francisco
Public Safety Department
2130 Fulton Street
San Francisco, California 94117

August 4, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

Before too much time slips by, I want to take a few moments to thank you and your staff for participating in the University of San Francisco Public Safety Day for Kids on July 17, 1998.

There is no doubt that the event would not have been equally successful without your assistance. Over 400 children and adults attended Public Safety Day for Kids. Participating agencies included law enforcement agencies and vendors from Alameda, San Francisco, San Mateo, and Santa Clara counties. In addition, four (4) television news agencies attended and aired the event.

I received many positive comments from attendees and my USF colleagues who hailed Public Safety Day for Kids as a successful community-oriented event. Of course, this could not have happened without YOU!

Please call me if there is ever an opportunity to express my gratitude by being of assistance to you. Thanks again.

Very truly yours,

/s/ NATE JOHNSON
Director of Public Safety

* * * * *

The following units and personnel responded to the above event:

Engine 10

T/Lieutenant Donald Goggin
Firefighter Donald Holvoet
Firefighter Michael Beere
Firefighter Helen Jones

Engine 21

Lieutenant David Carroll
Firefighter Jennifer Mathews
Firefighter Kimberly McKeon
Firefighter Karen Kerr

A) Letters of Commendation (Continued)

August 6, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

I would like to bring to your attention several firefighters who helped me out on August 5, 1998, at 1903 Golden Gate Avenue.

I am a San Francisco Police Officer and was dispatched to 1903 Golden Gate to help a Mr. and Mrs. Marshall find their severely depressed daughter. I had our dispatch call for a fire unit to respond and use one of your ladders to gain access into the daughter's second story window. Engine 10 responded quickly and quietly (I had to add that because normally everything is Code 3). There were four firefighters on the truck. They were great, especially Firefighters John Sikora and Raymond Poydessus. The ladder was set up, with John climbing up to the window. John made contact with Mr. and Mrs. Marhsall's daughter, who would not let anyone in her apartment. John stayed up on the ladder and talked with "Mary Ellen" and eventually climbed through the window to let everyone in. Ray responded to the apartment with the father to make sure everything was OK.

To make a long story short, I ended up where I had to put handcuffs on Mary Ellen; I was able to get her into a hold, and needed two more hands to help hand cuff. John stepped in, got the cuffs out of my case, and I'll tell you we danced around the kitchen for a good five minutes, trying not to hurt Mary Ellen anymore than we had to. We finally got the cuffs on and I was very glad that he was there. Who knows, I still might be doing the cuffing dance with her.

I just wanted to tell you, I appreciated the help, we were in a kitchen; that could have turned into a knife fight, and John stayed up on the ladder with a mentally disturbed person, not knowing that at anytime, this person could try and push him off. Even entered without knowing what this person might have done.

A good job done by these men, and thought you might like to know.

Thank you for your time.

/s/ BILL GARCIA
S.F.P.D. #2111
Park Police Station

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4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Hon. Willie L. Brown, Jr.
Mayor of San Francisco
401 Van Ness Avenue, Room 336
San Francisco, CA 94012

August 28, 1998

Dear Mayor Brown:

I am writing you to compliment and thank the following City departments (Police, Fire and Paramedics).

After a night (Thursday, August 20) and most of the next day (August 21), I had been throwing up blood but refused to go to the hospital. When I could no longer stand up, I gave in and 911 was called. Everyone involved arrived promptly and I was stabilized and transported as soon as possible to UCSF.

I was in such bad shape that the E.R. doctors told my wife I would not make it. Obviously I did!

The departments cited above plus UCSF deserve a commendation. They saved my life! Sincerely,

/s/ HERB JOHNSON
512 Dewey Boulevard
San Francisco, CA 94116

* * * * *

July, 1998

Paramedics Karen Bisagno
and David Dung
Medic 15

Dear Medic 15:

Thank you very much for your help and kind patrons on July 21, 1998.

/s/ MRS. ALICE FAHEY
2125 Ortega Street
San Francisco, CA 94122

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4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Hands on San Francisco
660 Market Street, #401
San Francisco, California 94108

August, 1998

Chief Robert Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

I want to thank Firefighter John Voelker and the San Francisco Fire Department for helping make the 1998 Hands on San Francisco Work Clothes Drive such a success. Hands on San Francisco is grateful for the tremendous support we received from John. John Voelker's assistance and guidance allowed us to collect 75 barrels of professional clothing.

Hands on San Francisco and the businesses who participated in the drive recognize the incredible community involvement that the fire department is providing year-round. Not only did John allow Hands on San Francisco to use the Toy Drive barrels to collect work clothes, but he also came to the firehouse on his days off to help us, and provided insight on how we could organize such a large-scale community project.

On a sunny Saturday in August, we had thirty volunteers collecting and sorting clothes from twenty different businesses for eight hours! We received an abundance of work clothes for: The Council on Poverty and Homelessness, A Minor Miracle, The Job Network Program, The Jewish Family Services Job Training Program, Goodwill, and The Mission Rock Homeless Shelter. We could not have done it without John's help.

Thanks again for being such an essential part of the community.

/s/ DEVORA KANTER
Board of Directors

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4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Dennis Turner, M.D.
1902 Webster Street
San Francisco, California 94115

September 9, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

Like many San Franciscans I have a virtually congenital devotion to the City's Fire Department, but now I have grounded my respect in actual experience.

Earlier this year I had a house fire in my residence at 27 Scott Street. Within minutes of my putting in the 911 call there were four fire engines and 23 firefighters at the house. They were from Station 6 and Station 21. They took charge with admirable professionalism and put the fire out in short order. Equally welcome was the fact that except for the immediate area that was burned, there was no damage at all to any possessions or furnishings. Despite their having to extinguish logs in the fireplace and carry out the debris of bricks and charred wood, there was literally not one scratch on the hardwood floor. The officers moved paintings, photographs, furniture and numerous small objects out of the way, and none of those were damaged either. This combination of efficiency and consideration was very impressive to me.

Even more impressive, however, were the kindness and informativeness of the officers. A number of the men and women went out of their way to explain what was going on and why, and to take care of me in a highly stressful situation. As a psychiatrist in practice in the City for 25 years, I want to commend the officers of the two stations and their humanity and psychological savvy.

I hope you will let the officers at both stations know of the gratitude and respect that have stayed with me in the months since the fire. The fire was on January 11, and even though this letter is embarrassingly late, I did not want to fail to acknowledge and appreciate their efforts.

Most sincerely,

/s/ DENNIS TURNER, M.D.

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4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Linda S. Mittenness, Ph.D.
462 Hearst Avenue
San Francisco, California 94112

September 1, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

I write today to tell you a story of San Francisco firefighters. I have a friend whose daughter is dying of cancer. My friend, Betty Wilson, is 85 years old and very frail. Her daughter, Mary, is receiving hospice care at home but Betty cannot climb two flights of stairs to her daughter's apartment. Betty was resigned to not being able to see Mary at all in the last months of Mary's life, despite having been very close for many years and living only three blocks apart. Now Mary has pneumonia and is days or hours away from dying. When I heard this story from Betty, my heart broke. I knew that none of my friends had the strength or skills to carry Betty up those steep Victorian stairs. Late that night I remembered my N.E.R.T. training and realized that firefighters are trained to carry people out of burning buildings. And that one of my neighbors is a San Francisco firefighter. So I called my neighbor and she and another firefighter very willingly gave up a Sunday afternoon to carry my frail friend up the stairs for a last visit with her dying daughter. Imagine the difference between saying "goodbye and I love you" to a dying daughter over the telephone and being able to hold her hand while you say it!

This seems like a small thing, but Firefighters Lenette Thompson and Anthony Bendik are heroes in my mind. They did what they were trained to do, but at a time when they had no obligation to do it. They did it with kindness, practicality and ease. That simple task has made this painful time immeasurably easier for both Betty and her daughter. Lenette and Anthony's generosity of spirit, their gift of time and strength, are simply wonderful. I gave them chocolate chip cookies but I think you should give them a medal. I certainly wanted you to know about this everyday incident of heroism among your ranks.

Cordially,

/s/ LINDA S. MITTENESS

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4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

St. Luke's Hospital
3555 Army Street
San Francisco, California 94110

September 1, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

Our Hospital Disaster Drill last Thursday, August 27, 1998, from 10:00 a.m. to 11:30 a.m. was a great success, thanks to your support and participation. The Disaster Scenario involved a Sarin gas attack on the BART Station at 24th and Mission, causing severe eye and lung irritation, loss of consciousness, seizures, apnea, and potential death after prolonged exposure. Although the Fire Department, Paramedics, Police Department and Hazardous Materials Team would have responded to the Emergency, the Emergency Medical Services would have notified the nearby hospitals to initiate decontamination procedures and prepare to receive medical walk-ins immediately and the more serious injured would be triaged at the scene and later transported to the hospitals by paramedics and the Fire Department HazMat units. A four stage decontamination and treatment area was set up on San Jose Street, behind St. Luke's Hospital and ten members of the St. Luke's HazMat Team were suited up in ARMY issued Mop Suits (Level C), with respirators and butyl rubber gloves, boots and aprons to protect them from exposure to the chemical agents brought in by the victims. Following decontamination, victims were rinsed off in a decontamination shower, where residual bleach and neutralized chemical agent were flushed off their bodies. The victims were then carefully examined and triaged by Emergency Room physicians and a team of nurses, registered, and sent to Patient Disposition for transpiration to the appropriate treatment area or unit of the hospital. In total, 15 victims were treated this day, 10 of which had gone through the entire decontamination and treatment procedures.

St. Luke's Hospital was the first hospital in the City to test the City and County Metropolitan Medical Task Force (MMTF) Field Operations Plan for Domestic Terrorism involving a biological or chemical agent. External observers from the Emergency Medical Services (EMS), Office of Emergency Service (OES), San Francisco Fire Department (SFFD), Metropolitan Medical Task Force (MMTF), the ARMY, and local Neighborhood Emergency Response Teams (NERT's) were present and applauded St. Luke's Hospital for its efficiency and preparations in handling this Disaster Scenario. Staff throughout the hospital responded swiftly and

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

appropriately, demonstrating St. Luke's preparedness to handle such a disaster. This event was covered by five different news networks and two local papers.

Once again, thank you for all of your support in making this Disaster Drill a great success.

Sincerely,

/s/ STEVE FORER

Director, Clinical Resource
Management

* * * * *

September 1, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

I would like to thank the wonderful firefighters of Rescue Squad 1 and the medics of Medic 41. On August 24, they came to my aid after a fall I took at work. They were very professional, courteous and comforting. They relieved the anxiety and embarrassment I felt and made me as comfortable as possible.

Thanks again to:

Rescue Squad 1

Medic 41

Lieutenant Frederick Walsh
Firefighter Bruce Platt
Firefighter Ron Tsujimoto
Firefighter Adam Wood

Michael Arsanis
Andy Zanooff

Sincerely,

/s/ LINDA R. PERRICONE
1469 - 38th Avenue
San Francisco, CA 94122

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4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Pier 39
P. O. Box 193730
San Francisco, California 94119

September 24, 1998

T/Lieutenant David Russell
Truck 13

Dear T/Lieutenant Russell:

We at Pier 39 would like to thank you and Firefighters John Cheung, John Choy, Sayumi Hutchinson and Ronald Lau for participating in our Viva Las Americas! event held over the weekend of September 19-20, 1998. Your presence (on the 19th) enhanced the experience of the visitors greatly and made the event truly enjoyable. It was wonderful to have the San Francisco Fire Department participate in the community event. It gave the people an opportunity to know more about the firefighters, the kind of life they lead and the responsibilities they shoulder.

We do hope you had an enjoyable time being a part of the event. We look forward to having you at next year's Viva Las Americas!

Sincerely,

/s/ AMY MARSH, Event Coordinator
Pier 39 Market Development

Note: A similar letter of praise was sent to
T/Lieutenant Kerby Lau, Firefighters
Conrad Brosas, Lawrence Jew, Natasha
Parks and Jack Walker, Truck 13, for
participating in the same event on
September 20, 1998

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4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

September 22, 1998

Chief Robert L. Demmons
San Francisco Fire Department

Dear Chief Demmons:

During the evening of August 11, 1998, at 9:04 p.m., I was feeling unwell - had a bad feeling in my chest. I called 911, and in a remarkably short time, a paramedic team appeared. They were kind and efficient, and took me down the three flights to the ambulance quickly. During the short trip to the Pacific Campus emergency room, I was prepared in case I might need intravenous treatment, and nitroglycerine was sprayed into my mouth, which relieved the heaving feeling in my chest. When we arrived at the hospital, one of the team even found a pair of socks for my husband, who had no time to search for his as he hurriedly dressed to accompany me in the ambulance.

The morning after I arrived at the hospital, I had an angioplasty procedure and a stent was inserted in my left descending artery. My doctor told me that if I had not called 911 I would have had a major heart attack from one hour to two days later.

I want to compliment and thank the team who answered my call for help. They were calm, kind, efficient human beings and are at least partially responsible for my being alive today.

Sincerely,

/s/ ELLEN A. ROBERTI
1074 Union Street, Apt. 15
San Francisco, CA 94133

* * * * *

July, 1998

Dear Chief Demmons:

During the last week of July, my terminally ill husband fell down, and I was not strong enough to pick him up. I called your non-emergency department as he was not injured, but I was in desperate need of help. Station 18 responded within three minutes, assessed the situation, and with a gentle hand, diplomacy and tact placed him back in bed and made sure he was okay - then they had the kindness to stay a few moments longer to ease my fears. This all happened around 3:00 a.m. I am sorry to say that my husband passed away a few days later. Please be sure to convey my thanks to your crew for their help that night in our home. With much thanks,

/s/ SAMANTHA MAROVICH
1825 Moraga Street
San Francisco, CA 94122

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Notre Dame Senior Plaza
347 Dolores Street
San Francisco, California 94110

September 4, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

This letter is to commend Firefighter Fernando Juarez for presenting thorough and helpful fire safety information on three different nights at Notre Dame Senior Plaza. Firefighter Juarez is a skilled public speaker and he worked very well with our translators to convey the information in Russian, Spanish and Chinese. We are grateful for this community service from the San Francisco Fire Department. I will be contacting you soon for a mock fire drill exercise to introduce you to our building.

I am also appreciative of Firefighter Edward Londono for his Spanish translation of Firefighter Juarez' presentation. This language translation service was very helpful.

Gratefully,

/s/ TRACEY CHEW
Resident Services Coordinator

Note: Three similar letters of praise were
received from Paula Tevis, Rose
Resnick Lighthouse, and Cushman &
Wakefield

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Electronic Data Systems
50 Beale Street
San Francisco, California 94105

September 23, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

I recently completed the six class Neighborhood Emergency Response Team (N.E.R.T.) training program. The information provided in the classes is extremely valuable and I have already implemented several of the recommendations at my home and at my office. All of the instructors were courteous, friendly, professional, and knowledgeable. The class at the Fire Department Academy was educational and fun. I was able to use a fire extinguisher for the first time and the hands-on exercises were great; especially the search and rescue practice. I am hoping that the San Francisco Fire Department will continue to support the N.E.R.T. program in the future as it is a vital service to the San Francisco Bay Area community.

Sincerely,

/s/ LARRY KITAGAWA
Business Relations Supervisor

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4. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department

Submitted monthly report from Chief of Department on status of the Department Personnel, Apparatus and Equipment for September, 1998.

- a. There are 17 unfilled positions in the uniformed forces.
- b. The daily average of uniformed personnel on authorized leave was as follows:

	<u>August</u>	<u>September</u>
Vacation : Annual	20.61	23.77
IDV	8.45	8.63
Compensatory Time	4.19	4.23
Sick Leave	25.94	19.77
Disability	21.97	18.83
Military Leave	.06	.03
Light Duty	6.10	5.67
Other	<u>4.42</u>	<u>3.67</u>
Total	95.35	87.40

- c. The following Work on Days Off (Overtime) were awarded during the month of September:

0 - H50 Assistant Chiefs,	for 24 hours
7 - H40 Battalion Chiefs,	for 24 hours
12 - H30 Captains	, for 24 hours
39 - H20 Lieutenants	, for 24 hours
13 - H10 Chief's Aides	, for 24 hours
181 - H2 Firefighters	, for 24 hours

4. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department (Continued)

d. i) The following apparatus went to Central Shops for repairs and/or maintenance:

64 - Triple Combination Pumps
46 - Aerial Ladder Trucks
24 - Miscellaneous Vehicles

ii) The following apparatus were out of service and under repair at Central Shops:

2 - Triple Combination Pumps
2 - Aerial Ladder Trucks
0 - Miscellaneous Vehicles

iii) The following apparatus were out of service and stored in stations awaiting assignment to Central Shops for repair:

0 - Triple Combination Pumps
0 - Aerial Ladder Trucks
0 - Miscellaneous Vehicles

iv) The following apparatus were available for relief purposes:

3 - Triple Combination Pumps
2 - Aerial Ladder Trucks
0 - Aerial as city service trucks (no aerial)

v) All in-service pumps or relief pumps were able to draft.

Respectfully submitted,

/s/ ROBERT L. DEMMONS
Chief of Department

Commissioner Nakajo moved and Commissioner Roeca seconded.
There were no questions or discussion and the monthly report of Chief of Department was adopted.

4. REGULAR CALENDAR - NEW BUSINESS

C) Meritorious Awards

Submitted for approval recommendations of Merit Advisory Board and Chief of Department for meritorious actions performed by Officers and Members of the Department, from April, 1998 through July, 1998.

<u>Recipient</u>	<u>Rank/Company</u>	<u>Date</u>	<u>Award</u>
Ross R. Conroy	FF Truck 11	04-18-98	Cert. of Com.
Lawrence J. Yup	FF Engine 11	04-20-98	Cert. of Com.
Brendan A. Ward	CAPT Engine 32	04-21-98	Cert. of Com.
John D. Voelker	FF Truck 9	04-21-98	Cert. of Com.
Melissa M. Lerma	FF Engine 11	04-21-98	Cert. of Com.
Dennis W. Carroll	C/A Batt. 9	06-16-98	Class "C"
Michael D. Clark	FF Truck 11	07-03-98	Cert. of Com.
Renato Bermudez	FF Truck 11	07-03-98	Cert. of Com.
Conrad R. Brosas	FF Truck 13	07-03-98	Cert. of Com.

Commissioner Roeca moved and Commissioner Nakajo seconded.
There were no questions or discussion and the meritorious awards were approved on recommendation of Merit Advisory Board and Chief of Department.

D) Fire Commission Resolution (Cont'd from Meeting of 09-10-98)

Submitted for adoption Resolution No. 98-01 rescinding Fire Commission Resolution No. 565 adopted August 9, 1988, and authorizing the Chief of Department to appoint H51 Assistant Deputy Chief II positions in Fire Suppression from among those members holding Civil Service ranks of H40 Battalion Chief.

(Note: This subject was presented to Fire Commission at its meeting of 06-11-98)

Commissioner Roeca moved and Commissioner Nakajo seconded.

Luane Reno, representing Firefighters Local 798. As the Commission is aware from prior discussions this Resolution takes four positions in charge of fire suppression activities and changes those positions from Civil Service positions to positions exempt from Civil Service. This is a significant change from the Commission's prior resolution that the Commission would be rescinding by adopting Resolution No. 98-01. Although the prior resolution created exempt Assistant Deputy Chief positions, it stated that those positions could only perform staff

4. REGULAR CALENDAR - NEW BUSINESS

D) Fire Commission Resolution (Continued)
(Cont'd from Meeting of 09-10-98)

work. They could not be in charge of fire suppression activities. Tonight, we are talking about extending the exempt positions to fire suppression activities. This is a matter of substantial concern to the Union. One, because the Union represents employees in these positions, and two, because of the fact that these are extremely important positions because the people in these positions make decisions that substantially impact members of the Department and members of the public. Local 798 has been willing to discuss this issue with the representatives of the Department, and in fact, had a meeting with the Department not too long after the Fire Commission meeting where this item was discussed (09-10-98). During that meeting, the Union said that if there are conditions attached to this Resolution it is something the Union could probably agree to. That was brought back to the Department and the Department said one of those conditions was not acceptable, but then said "we don't want to talk anymore." The Department was going to go forward and ask the Commission to adopt the Resolution. We don't think that is appropriate because we haven't agreed that we should be converting these positions at all, unless we have agreed that there are conditions that protect the people currently in the positions, and protect the public and the members of the Department. We think it is possible to reach an agreement on those conditions. We think that the Department should continue to negotiate with the Union, and find out if there can be an agreement, and we are willing to continue doing that. We ask that the Commission not adopt this Resolution because at that point the act is already done, and we are negotiating over an act that has already been accomplished. That puts the Union in a position where its position at the bargaining table is no longer equal to the City's position and that's not the way we want to deal with these matters. We should try to deal with matters when everyone is sitting down at the table in an equal bargaining position.

Acting President Roff commented that at the previous meeting when this matter was discussed he expressed the importance to the Chief and Department to have an expanded range of supervision at the administrative levels of the Department. Your recent letter seemed to indicate that Local 798 would agree to substitute one H51 Assistant Deputy Chief II position for one H50 Assistant Chief position in each of the suppression divisions (1, 2, 3, and Airport). That is a significant step for the Union to take.

Mr. Reno agreed but said there are conditions attached to it. That people currently holding those positions have protection against reverting to H40 Battalion Chief. We would have to make sure that those positions are being filled by persons who have adequate experience in fighting large fires.

Acting President Roff said it would be in the interest of the Chief, Department and City to have experienced personnel, which is why the Chief confined selection to the positions to the rank of H40 Battalion Chief. These are discretionary positions as he didn't know how precisely you can define if the

4. REGULAR CALENDAR - NEW BUSINESS

D) Fire Commission Resolution (Continued)
(Cont'd from Meeting of 09-10-98)

Chief, indeed, is to have the discretion to appoint persons he thought were the most qualified.

Chief Demmons said he appointed two Deputy Chiefs, who are here, and neither one was based on seniority. The Charter states that the Chief of Department can appoint Deputy Chiefs from the rank of Battalion Chief. There is no mention of seniority. It is more important to the Chief to have an individual who has made it to the rank of Battalion Chief, that in itself insures seniority. Seniority of itself doesn't say that person is qualified. It does say a person is qualified when they pass an examination. That is the whole idea of exams, to pick the individuals. That is why he correctly stated he wanted to restrict those positions to Battalion Chief and above, as opposed to Lieutenant and above for the other positions (H51 - staff positions). When the Board of Supervisors passed the original Resolution, there were no restrictions. Limiting appointments to non-suppression positions was done by a previous Fire Commission in 1988. The Board of Supervisors permitted up to ten positions, which would have to include suppression positions, because we don't have ten non-suppression positions.

John Cooper, Deputy City Attorney, thought that what is happening is that Mr. Reno's clients are seeing a change, and in fear of that change are raising an issue that doesn't exist. The Resolution and process envisioned by the Chief is not a substitution of existing positions, which is the phrase Mr. Reno used in his last letter. Tonight he said it is a conversion of positions. That is not what is happening either. There is no conversion or substitution of positions. The Resolution simply authorizes the Chief to appoint new people from - as this one would be - the rank of Battalion Chief or above to suppression positions ... The other issues Mr. Reno has raised all were issues with the non-suppression H51 Assistant Deputy Chief II positions. None of those issues has changed, at this point with the addition of four more positions (Divisions 1, 2, 3, and Airport) to be placed into that pool of positions which the Chief is authorized to appoint. So, as I see it, there is really no issue here.

Mr. Reno said the basic problem is that we are trying to communicate and in the middle of the discussions the Department says it doesn't want to talk anymore. Frankly, we are not wedded to the idea that people have to be appointed on seniority. That was put out there, but it doesn't mean we're cast in concrete on that - in fact, we aren't. We want to know what is exactly going to happen to all these people. That hasn't come across yet because we have been talking mainly about the concept without getting down to the details. We need to deal with the details.

Acting President Roff said he was at a loss. Mr. Reno referred to "something" may be better defined. The general purpose here seems to strengthen the operations of the Department. From his perspective as a Commissioner he knows

4. REGULAR CALENDAR - NEW BUSINESS

D) Fire Commission Resolution (Continued)
(Cont'd from Meeting of 09-10-98)

we have a wonderful core of senior Chiefs in the Department, reflective of a competent membership throughout the Department - highly skilled, top professionals. The point of this is to strengthen the Department. He is unclear what the additional "something" is.

Mr. Reno said the additional "something" is to complete the negotiation process so everyone is in agreement as to how this is going to be accomplished ... We are willing to discuss taking these positions and making them exempt positions, this in fact was a significant move. The point he is making is that we are not here tonight objecting to that. We are here saying we should do it in the right way - by continuing the process of discussion until we have all the t's crossed and i's dotted. He is not saying this is a bad idea - we need to make sure we're all in agreement on what is going to happen, and then go forward. We don't know how it is going to affect our members.

Chief Demmons said as you recall during discussions at the last meeting he recommended the Resolution be continued so the parties could meet. One of the conditions was that Local 798 be available to meet. When we look at what has been done, first of all these positions, which have been discussed for weeks. He met with Chief Officers Association to answer questions, he offered to make himself available to Local 798's executive board, to the entire membership to discuss these issues. He thought a letter at the twelfth hour, which includes some questions answered by the Resolution itself. It is what he thought would happen when he agreed to a continuance, that a move would be made - for whatever reasons to delay. We see the real problem when we have Chief Officers, top staff members such as Assistant Chiefs, involved in an employee labor organization. What we see surfacing here is some of the downfalls. The Department is proposing discretionary positions at the very highest level of management. He knows of no other organization where labor dictates the criteria for a company's top level people. It would be no more appropriate for the administration to say what the criteria should be for the Union's executive board. We are talking about top level staff positions and there should be some discretion, whoever the Chief is. That is the whole idea of these positions, what the Board of Supervisors and prior Commission intended ... There are no other positions in this Department where you get promoted based on seniority. Years ago, that was the case when you got 15 percent on all promotional exams (one percent per year for up to 15 years). To put that criteria of seniority on the next to the highest level - it doesn't even apply to the highest level of Deputy Chiefs, who can be appointed from Battalion Chief rank. Right now, Battalion Chiefs could be in charge of a major fire.

Acting President Roff said he understood the Chief's point. The selection would be made from the top ranks of the Department (H40/H50), and experienced personnel. He appreciates somewhat the Union's position. These persons who are members of the Union have the right to raise these questions.

4. REGULAR CALENDAR - NEW BUSINESS

D) Fire Commission Resolution (Continued)
(Cont'd from Meeting of 09-10-98)

Mr. Cooper said he'd like to explain something he said earlier in a different way. He wanted Mr. Hanley who is here, to hear it as well. The issue raised by Mr. Reno is the same issue that would have affected people when the Resolution originally passed in 1988. It is no different. There is no reason to raise it at this point, from the City's point.

John Hanley, Vice President, Local 798. A lot of things have been said tonight. Ten years ago, those were non-suppression jobs. These are fire suppression jobs. He puts his life, his family's life, in the hands of an individual. As you can see by the meeting we had last week we are more than willing. He's been at the Union office, we are waiting for a call. At the late hour we received a rebuttal to our offer. If you look across the country it is more of the norm - Chicago, St. Louis, Chief officers are still in the bargaining unit (SFPD as well). If we have a problem now, let's know. He doesn't see one. We are willing to negotiate. Firefighters are very fair people. The Union doesn't set policy. The Union has been begging for radios for years, and we don't have radios on the trucks. The Union has talked about automatic pass devices for Scott Air Paks. We're not getting them within the next two weeks. We would be more than happy to meet and come to a conclusion, and resolve this amicably. Throughout the United States the strongest fire departments have a bond with the Union, and they work together. That's what we are here for and he is sure that's what the Chief is for, as well. Let's work together. If we create divisiveness bad tastes are left on both sides. We are not here for that. He is sure the Chief feels the same way. We are here to build a partnership.

John Darmanin, speaking as a private citizen, indicated that he wasn't going to speak but because it is a matter that concerns the safety of firefighters ... He knows the Commission is very cognizant of that issue being a priority. Acting President Roff indicated that the selection would be from the most experienced personnel. He didn't think Local 798 or any firefighter would argue with that. The problem lies, maybe someone should define what the most experienced personnel means. It doesn't have to mean the most senior. The most experienced is something he would rather go with, than the most senior. You could have someone in for 25 years that has never seen a fire, he has been behind a desk. You could have someone for five years that has seen numerous greater alarms as a Battalion Chief ... tape turned. Defining experience is a good way to start ... Have that definition clear, and if the input from Local 798 can improve upon the definition as Chief Demmons sees it ... Maybe Chief Demmons' definition is exactly what we need to hear. We are not being told what that definition is. When we don't know what the definition is, since these are discretionary positions, it leaves too much to chance on what ultimately may be political appointments. We don't need that when it involves fire suppression. Chief Demmons used the example that we have two Deputy Chiefs, where there is no criteria for most experienced. Maybe we should change that also.

4. REGULAR CALENDAR - NEW BUSINESS

D) Fire Commission Resolution (Continued)
(Cont'd from Meeting of 09-10-98)

Ms. Barbara Thomson spoke as someone not a member of the Department. She wanted to again raise the issue, and also point out her concerns about respect for the meet and confer process. She was astonished that a matter would come to the Commission as a resolution without meet and confer. She was particularly concerned because, as the Commission knows, there will be Civil Service rules established, probably as volume three for the fire department. She is most vigilant in making sure that there is adequate meet and confer process on that. She doesn't understand why this process is not inclusive of the meet and confer sessions in a way that is going to make people feel that it is not like an impasse, where you walk away from the table, but a reconvening after ideas have been hashed out, thought about, and placed on the table again. She doesn't understand how a two week delay could ever override a discrediting of that meet and confer process with labor. She knows that many of the Commissioners are very supportive of that process. She is concerned that a vote in support of this Resolution without giving that process adequate time would send the wrong message to labor.

Chief Demmons said that for the record there was a meet and confer session prior to the last Commission meeting. We agreed to continue with another meet and confer session, and the reason it broke off was because the request was for discretionary positions. When you put conditions on that they are no longer discretionary. Such as seniority. Again, there are no other positions in the Department where seniority is part of a promotion.

Acting President Roff said it seems to him that trying to define something that is clearly in the discretion of the Chief is difficult. The primary point is that the responsibility lies with the head of the Department, in this case with the Chief. He has the burden of maintaining a high professional standard, and the greatest response to the public need. The Chief, and by inference, the Commission, and the Mayor who appoints us to be accountable and to be sure this Department works and functions properly in the highest professional standards. To try to use words to precisely define what are the qualities that the Chief thinks will best serve the administrative needs of the Department, he finds very difficult. If things don't work right, if there are problems then we can confront them. He is very sympathetic to the labor movement and the whole process of meet and confer. He is still at a loss to learn what is that "something" you are trying to define, which strikes me as maybe being beyond definition. It seems it is a matter of responsibility and that responsibility lies squarely with the Chief.

Mr. Reno commented that the Union put forth the idea of seniority for two reasons: One, it is a good idea to make sure that you have people in positions with experience. Secondly, because of the fact that currently we have a lot of people who are Assistant Chiefs with a lot of seniority, and we'd like to see those people continue in their jobs or get these new jobs. Our position is not

4. REGULAR CALENDAR - NEW BUSINESS

D) Fire Commission Resolution (Continued)
(Cont'd from Meeting of 09-10-98)

cast in concrete with the idea of giving up seniority. If the Chief wants the ability to pick these positions the way he picks Deputy Chiefs that is something we are open to. If that is what we are going to do then we need to make sure that we are protecting our people in some other way; protecting them from getting demoted. We have 3-4 persons with permanent Assistant Chief positions, and 7-8 who have provisional positions. Those people could all be laid off at any time and demoted ...

Chief Demmons noted that with the exception of one (limited tenure) he made the appointments, so he obviously had some kind of confidence.

Mr. Reno said that is the point, why are we cutting off discussion when we seem to be in agreement. If the Chief is ready to agree that these people are not going to be demoted, let's agree on that and we probably have something.

Mr. Cooper said that the Civil Service rules provide that exempt positions serve at the pleasure of the appointing officer. The City will not negotiate this. It is beyond the Union's authority to negotiate the qualifications of those exempt positions. The only thing Mr. Reno is authorized to negotiate is the effect on individual members about something.

Mr. Reno said he wants to negotiate the effect on individual members ...

Mr. Hanley said that the individual members^w would be members who have not been appointed H50 Assistant Chief, they are members working in long term spots. If an individual were to decline an H51 because the pay is only one dollar above H50, excluding holidays. We are not sure what the Department is getting at. The Union has its laws and regulations and it is supposed to look out for the membership. One dollar more than an H50 Assistant Chief, without holiday pay means that individual could take a cut in pay. That is why seniority is brought in there. The individuals currently in that rank will have the option to remain as an H50 rather than being demoted to H40.

Chief Demmons, looking at the front row said he appointed Chiefs Shortall, Balzarini, Cavellini, Gamble, White, Kalos and Asaro. So, he doesn't know what the issue is.

Acting President Roff inquired if the Union was fearful of some retribution. Mr. Reno replied negatively. All they want to do is to reach an agreement, so that we know what the intentions are. That doesn't seem like a whole lot to ask.

Acting President Roff said the intentions are clear to strengthen the administrative arm of the Department.

4. REGULAR CALENDAR - NEW BUSINESS

D) Fire Commission Resolution (Continued)
(Cont'd from Meeting of 09-10-98)

Commissioner Roeca indicated what he is hearing is questions about the experience of people being appointed; particularly the fire suppression positions. The appointments will come from the rank of Battalion Chief so he doesn't see what the problem is.

Mr. Reno said part of the problem is that this is a change from the past, where they took an examination. That is a significant change. It is easier to accept that kind of a change in staff positions than it is in suppression. The Union indicated at the bargaining table that it was willing to accept the idea that these positions could become exempt. However, there are still questions that need to be answered. One was would it be agreeable to base these positions on seniority. We expected the Department to say no, and come back with a counter proposal. However, they simply said no and wouldn't talk anymore.

Acting President Roff said that may seem curt and abrupt but on the other hand discretion lies squarely with the Chief.

Mr. Reno said the problem is that there are people in the rank of Assistant Chief whose positions are going to become exempt. What is going to happen to those people? The Chief said he appointed those people which he (Reno) thinks it means that the Chief is not going to demote them. That's what we would like to reach an agreement on. It seems like we are almost there. But we haven't discussed that at the bargaining table.

Commissioner Nakajo commented that having read the Resolution and listened to arguments it doesn't sound like the positions the Chief and Union are that far apart. He appreciates Mr. Reno's responsibilities to the membership in terms of an explanation. But in his mind, as expressed by Commissioner Roff, there is the principle of discretion; that responsibility lies with the Chief. The bottom line is to get the best qualified people into these positions. The confusing part to him was that reference made by Mr. Hanley that he was waiting at the Union office for discussions to occur. There have been discussions ongoing and the parties seem close. He appreciated Mr. Hanley's personal statement of a firefighter, and the responsibilities associated with that position. Since serving as a Commissioner, he has witnessed the qualities of those who have become firefighters and officers as appointed by the Chief.

Mr. Reno was not quite clear how he could get over the hurdle of trying to convince the Commission that the Union is willing to back off on tying the Chief's hands. That is not really why we are here tonight. We are here because we think it is important to get an understanding through the formal process of negotiations as to what is going to happen to the people who are in these positions. Sounds like we all pretty much agree on that, but he doesn't know that. He has no signed documents saying that.

4. REGULAR CALENDAR - NEW BUSINESS

D) Fire Commission Resolution (Continued)
(Cont'd from Meeting of 09-10-98)

Mr. Cooper said that Mr. Reno did get a signed document. Mr. Reno said he got a letter today and he can't figure out what it says. But that is not negotiation.

Mr. Cooper said the answer to that question would be the same as the answer to Commissioner Roeca's question. What happens to the existing individual who is working as an H50? What happens to that individual is nothing. Much of our discussion has been to simply try to explain that, and we have put it in writing. He is not here to talk about the negotiation process, only where we disagree on the effect of this Resolution. It is not relevant to the effect on the individual.

Mr. Reno said we are here to talk about the negotiation process. He received a letter today sometime after lunch that referenced what the Civil Service rules say. He has been calling for a week and talking to the Department of Human Resources people, and Mr. Connors asking what all this language means. He has received four different answers. We think those are questions which need to be resolved before we go ahead and take this step. We are not trying to say the Department can't go ahead and improve the Chief's ability to strengthen management ranks, we are saying when you do that we want to make sure that all the t's have been crossed and i's dotted, and everyone knows how this will affect them.

Mr. Hanley said that within a week this would be solved. Movement has been made.

Chief Demmons said this is part of the total reorganization plan that he wished to implement earlier. When the Union made a request to continue for the purpose of meeting and conferring, he asked the Commission to continue it. In fact, it has been continued for two meetings. They had an opportunity to raise questions with him, even before the initial meet and confer which was a couple of months ago. He asked them to make themselves available for meet and confer so that the process could be completed by tonight's meeting, and the Commission has heard the response. He thought that what occurred tonight would happen - request for more time.

Mr. Hanley said this is the meet and confer process. This is what labor unions have done for generations in the State of California.

Acting President Roff said he was not clear as to its purpose (a continuation) because it seems to him that the question still comes back to a change that affords the Chief greater latitude in appointing his senior staff. He has great respect for Local 798 from years back. Based upon what he heard tonight it doesn't seem to resolve itself into deferring Commission action. The Chief should move forward. Clearly, the operational responsibility for the Department lies with the Chief, and by implication, the Commission. If things aren't breaking right and there are grievances and unresolved issues then there would be

4. REGULAR CALENDAR - NEW BUSINESS

D) Fire Commission Resolution (Continued)
(Cont'd from Meeting of 09-10-98)

other venues in which to discuss them. With all due respect he is not personally persuaded that a delay will clarify what is a matter of the Chief's discretion - his responsibility to make the selections and define the capacities that he thinks will most benefit the Department. He said that both Mr. Reno and Mr. Hanley presented their case very well, that he respects Ms. Thomson's comments as well, but he is still not persuaded.

Mr. Hanley said he doesn't dispute the Chief setting up the guidelines, we are for that. But this is the meet and confer process, and this is how it is done. Possibly the membership could view this as circumventing the meet and confer process.

Acting President Roff said you have remedies if that is the case, but many of these issues in terms of Civil Service rules are beyond meet and confer. They are not negotiable issues.

Mr. Hanley said there are four individuals who have a job. Will they be demoted?

Deputy Chief Gamble asked to explain the meet and confer process which has been going on for months, and he participated in all those meetings. There has been no attempt to circumvent the meet and confer process otherwise we wouldn't have had all the meetings. At the last meeting we were very close to an agreement. The Union made two stipulations, one of which we agreed to. The one rejected was seniority. Seniority is meaningless in the context of this discussion.

Experience is a more appropriate word. There are a lot of things that go into to making an appointment to an exempt rank, and only the Chief knows all of the criteria that he uses. It is not a trivial process, a lot of thought goes into it. Anyone who has reached the rank of Battalion Chief has passed an examination which alone signifies qualification. He was not sure he understood the Union's concern about seniority, experience ...

Mr. Hanley said what we are talking about are the four individuals. Where will they be? Deputy Chief Gamble said he was talking about the process. We are very close. When we started the negotiations we talked about H40 and above. We agreed readily to that. They wanted the Assistant Chief position classified and identified as a suppression position. We agreed to that in a moment. We agreed to one of two requests. If that is bad faith bargaining, or circumventing a process. He doesn't see it that way. We had very open negotiations. Mr. Reno said they threw seniority in the discussion half expecting us to reject it. He didn't think that was appropriate bargaining. If they didn't think seniority was that important and they were willing to let it go for something else, then don't put it out there in the first place. Let's talk about what you really want. Now they want to know what is going to happen to a specific individual. The Chief called it the twelfth hour. It is certainly the eleventh hour. This did not come up several months ago when we first started talking about it. This is on

4. REGULAR CALENDAR - NEW BUSINESS

D) Fire Commission Resolution (Continued)
(Cont'd from Meeting of 09-10-98)

the table at the last minute. In collective bargaining, meet and confer it has to be finite. At some point you may not agree ... He thought that is what is happening here. Under Civil Service rules any one of these limited tenure Assistant Chiefs could be removed and revert to their permanent Civil Service rank for other than not accepting a H51 position.

Mr. Hanley said he disputes what Deputy Chief Gamble said. Mr. Reno was not present at that bargaining day. When we put something down in meet and confer, let's be clear it is not out for games. We are in a very serious position.

Acting President Roff said he thought that was to be expected. Mr. Reno and Mr. Hanley made themselves very clear and very forcefully. This is a matter that we all will be watching very closely, because it is an important change in the Department. He believes it is a constructive step, but it is one that will be scrutinized carefully by all members of the Department and certainly by the Union. He appreciated their comments.

There were no further questions or discussion and Resolution No. 98-01 was adopted on recommendation of Chief of Department.

E) Certificate of Commendation

Presentation of Certificate of Commendation to Mr. Lejon Loggins for outstanding action performed at a fire scene on January 3, 1998.

Chief Demmons invited Mr. Loggins to step forward, at which time Chief Demmons read the following:

Certificate of Commendation
San Francisco Fire Commission and Chief of Department
present this award to:

Mr. Lejon Loggins

for his outstanding actions performed in the morning hours of January 3, 1998, when he came upon a burning residence. He immediately and repeatedly tried to breach the gate and enter the residence. Finally, he roused the occupants and directed them to a front window, where he caught three children and an adult. His heroic and life-saving actions, as well as his courage and persistence are greatly acknowledged by the SFFD.

Chief Demmons congratulated Mr. Loggins and introduced him to the members of the Commission.

4. REGULAR CALENDAR - NEW BUSINESS

F) Public Comment

John Hanley, Vice President, Firefighters Local 798 indicated that the membership has a few questions concerning the H2 Firefighter employment opportunity. In the selection process procedure the phrase "random selection process" is mentioned. Random defined in the dictionary - proceedings made or appearing without definite aim, reason or pattern, lacking uniformity ... at random. Where are we on the selection procedure? Battalion 1 (North Beach/Chinatown), the most densely populated area west of the Mississippi will have a total of 40 applicants. The membership does not agree with that. There should be more from Battalion 1. Why should we restrict those individuals to a minimum of 40, when others residing in less densely populated area receive 40 as well. Another question the membership has is the job related training. If we are to go into the EMS field, we are going to pick up paramedics in future classes. In the job related training nothing is mentioned about EMS skills or paramedic training. Are we to ... future candidates, where right now our graduation level is at 50 percent, from pulling names out of a hat, or out of a computer program. Those are the questions from the membership. We also question the selection process. Can we as individuals view the process, like we do the promotional process? How are the candidates going to be hired? We don't really know what is going on.

Chief Demmons said that any questions you have, give him a call tomorrow, and we will provide answers to the questions.

Acting President Roff said the most constructive method is as suggested by the Chief, that the Union prepare its questions in the detail it wishes, rather than try to get answers tonight in this forum. The matter is not on the agenda. Either the Chief or his staff can respond, and the Commission can be kept informed as well. One thing is imperative, we want this Department to maintain and further top professional skills within all the ranks ...

Chief Demmons said that from the very beginning of this process, as the Commission is aware, he has invited every employee organization to be part of this entire process. He also said that there were certain things that, for the sake of validity, an expert would be hired to provide guidance. Two or three weeks ago, he invited every employee organization to come to a meeting at Treasure Island. Mr. Hanley attended the meeting. More than an hour was spent talking about the Cadet Program. He stated then that there were some things that the consultant was looking at. Just the other day we had a meeting of the Review Board, where employee representatives attended. He continues to stress to all employee organizations that he is available any time they have any questions, to meet with him one on one, or he will appear before the executive board; the entire membership. He and his staff are available. Any of the questions for which answers are available will be provided. That has always been the case and that is why he is a little taken aback with Mr. Hanley's questions, unless they were being asked of the Commission.

Mr. Hanley asked the Chief what kind of solutions have we come up with concerning Battalion 1. He doesn't see anything that Battalion 1 will get more candidates

4. REGULAR CALENDAR - NEW BUSINESS

F) Public Comment (Continued)

because it is the most densely populated district. That is the membership's question that was asked two weeks ago.

Chief Demmons replied that he already stated that Mr. Hanley should contact his office tomorrow and that the questions for which we have answers will be provided.

Acting President Roff said that he realized that Battalion 1 is densely populated but he wondered whether demographically or in terms of age ... I'm guessing that a good portion of the residents would be middle age or older. These are issues that require far more technical discussion than we can give to it tonight. Mr. Hanley said there is no age requirement.

Ms. Barbara Thomson complimented Chief Demmons for meeting with the employee organizations on this issue, but let's be honest those are not the applicants for this position. They already have firefighter or higher ranked positions. She thought Mr. Hanley raised some very valid questions that the public ... and she would like to have the Commission make this an item on the agenda for the future. Because if the communication only goes between the Chief and Local 798 the members of the public don't hear the response and don't hear those answers. She was not sure how you would make that accessible, and that is what she would like the Commission to do. So if it means placing it on the next agenda for informational purposes, and a report from the Chief that would be most appreciative. Again, just to keep it within the Department does not make it publicly accessible, even if you just send it to her. There are a number of questions in the community. What does random mean? Are you going to pick them out of a hat? Are you going to use the computer search? Will that be an open, public process? She is concerned about that, too. Because when you look at what happened to the police, with rule of the list for eligibles on entrance, she wants to know how you are going to pick those eligibles. Are you going to use the same random process? Are you going to use secondary criteria? She thought it was important to take a look at that now.

Alexander King, Vice President, Asian Firefighters Association (AFA) speaking on behalf of the Association said that the AFA is sincerely appreciative of what the administration has done towards improving the diversity of the San Francisco Fire Department. However, currently we have very serious concerns regarding the proposed Cadet Program and its ability to continue with the diversity goals of this Department as set forth by the spirit of the Consent Decree. We have yet to see any development regarding the proposed bilingual program. The AFA deeply appreciates the opportunity to voice their concerns to this administration. Thank you very much.

John Darmanin, speaking as a private citizen, noted that he is a member of the San Francisco Fire Department but tonight he is here as a private citizen. He was not going to get specific on some of these issues because they are still

4. REGULAR CALENDAR - NEW BUSINESS

F) Public Comment (Continued)

pending. In light of the fact that there was a recent story in the Chronicle which alleged some impropriety in the Fire Department investigations of sexual harassment complaints, he felt compelled to come here tonight. Nearly two years ago he submitted a report to Chief Demmons reporting what he perceived as improper conduct by two Chief Officers. Four months after submitting his report of improper conduct both Deputy Chiefs Condon and Gamble denied that they ever received or read the report. Ultimately his report had to be hand carried by retired Assistant Chief Arthur Citron, and time stamped in Chief Condon's office, and given to his secretary, Ginny O'Shaughnessy, in order to insure that this report was received and acted upon. Unfortunately, there still was no investigation forthcoming in regards to the serious allegations that he made in his report that he perceived. The improper conduct that he witnessed and perceived was committed by two high ranking Chief Officers. The only reason he said that was important was in light of the fact of this recent story which alleges that there has been some improper investigations going on against civilians, females in this Department. His report also reported improper conduct and the victim was a civilian female assigned to the fire department. He finds it curious that the persons that he perceived to be making these improper actions against this civilian secretary, who happened to be female; these two officers, one of whom was Deputy Chief Condon, who he named in that report, and one was then Battalion Chief Bernie Lee, who ironically was later appointed to Assistant Chief of Management Services. He is in charge of EEO violations, which he finds very ironic. The point he is trying to make is that report that he submitted for improper conduct was not followed up in a proper manner. Whether it was determined if there were EEO violations or not, he was never apprised of any subsequent investigation. You would think that if he made the allegation that he would be interviewed regarding possible departmental wrongdoing. But because of the two high ranking officers involved - both Deputy Chief Condon and Assistant Chief Lee - he feels that it represents a cover up on the part of this Department. He wanted to make that clear to this Fire Commission. He knows that this Fire Commission is aware of the matter he was referring to, and just so you know, he also knows that the Commissioners can't comment on it, and neither can the Chief or any of the parties involved because now that is under litigation. It resulted in a lawsuit approximately one year later, and he has been subpoenaed to testify and be deposed in that lawsuit. It could have been avoided if an investigation was conducted ... and it wasn't.

Acting President Roff commented that he indicated it was a matter under investigation of which none of us can speak and some of us may not have any precise knowledge at all. He didn't know what the point ... The point here you are spreading names and naming persons in an accusatory way, in which there is no prospect or possibility of response in this forum. He thought that may be somewhat questionable. But if it is a matter that is before a proper tribunal that is the venue in which it should be heard.

4. REGULAR CALENDAR - NEW BUSINESS

F) Public Comment (Continued)

Mr. Darmanin said that to the best of his knowledge it is. He was subpoenaed. His intent tonight is to insure that there are no more cover ups; to insure that this Department after reading a policy that was written and signed, or at least signed by Deputy Chief Gamble, he believes on September 23rd - the subject was: "Policy on Accountability, Respect and Professionalism" - he thinks it is hypercritical. Especially since he was aware of what was going on.

Acting President Roff commented that Mr. Darmanin has ... a number of grievances, you have come before this Commission before. He did not believe this was the proper ... You made your point and it will be noted.

Mr. Darmanin thanked the Commission for the opportunity. His intent was to just make sure that you are aware of it, and hopefully that it stops. That was his intent, to make sure it doesn't occur anymore. Thank you for the time.

Mr. Cooper, Deputy City Attorney, said that he would only agree with Mr. Darmanin that the matter should not be discussed by members of the Department or the Commission. There are several litigation cases ...

Acting President Roff thanked Mr. Cooper.

Meeting Adjournment

Tonight's meeting was adjourned in memory of one of San Francisco's more colorful labor leaders, Rudy Tham, who passed away on October 5th. Mr. Tham served as a member of the Fire Commission from June 1966 to January 1976. He was first appointed by Mayor John Shelley; then twice appointed by Mayor Joseph Alioto. He served as President from 1972 through 1974.

There being no further business to come before the Commission, the meeting was adjourned out of respect to the memory of Commissioner Rudy Tham at 7:15 p.m.

Raymond G. Connors
Secretary

2/98

No. 98-31

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FIRE COMMISION

Regular Meeting - Thursday - October 22, 1998 - 6:00 p.m.
260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:
Acting President Hadley R. Roff
Commissioner Stephen A. Nakajo
Commissioner Ted N. Soulis

President Rosemarie Fernandez-Pifer was excused for vacation, and
Commissioner Russell S. Roeca was excused for business reasons.

Robert L. Demmons - Chief of Department
Harold E. Gamble - Deputy Chief - Operations
Patrick W. White - Deputy Chief - Administration (Acting)
Lorrie A. Kalos - Assistant Deputy Chief - Support Services

Chief Officers - Staff:

Bernie F. Lee - Management Services
Joseph C. Asaro - Training (Acting)

Chief Officers - Firefighting Services:

Gary L. Musante - Division 2
Arthur W. Kenney - Division 3
Ray Balzarini - Division of Airports

Note: Dr. Marshal Isaacs represented Asst. Chief Richard Shortall (EMS)

2. Minutes of the Regular Meeting of October 8, 1998, were not ready for approval.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "G") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A) Retirement

Communication received from Retirement Board indicating the following member has retired:

	<u>Retirement Date</u>
Vetrano, Charles A. H20 Lieutenant Service	Sep. 05, 1998

(Note: Retirement Certificate will be presented at
a Fire Commission meeting in November, 1998)

B) Monthly Report - Div. of FP&I

Submitting monthly report from Division of Fire Prevention and Investigation concerning activities performed during September, 1998.

C) Monthly Report - Management Services

Submitting monthly report from Management Services concerning activities performed during September, 1998.

D) Probationary Appointment

Reporting the following PROBATIONARY appointment:

EFFECTIVE DATE - OCTOBER 5, 1998

1224 Principal Payroll & Personnel Clerk

Vasundara Venkatachari
(vice: Maureen Macillus,
retired)

3. CONSENT CALENDAR

E) Leave of Absence

Submitting request for leave of absence with pay for Inspector Tyrone Pruitt, Bureau of Fire Prevention, for five days, October 19 through October 23, 1998, in order to attend Fire Prevention 2C course held by the California State Fire Marshal at the California Fire Academy, Garden Grove, California. Lodging, transportation and tuition will be paid by Inspector Pruitt. He will not be replaced.

F) Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries, September 5 through September 18, 1998.

G) Temporary Appointments

Reporting having made 413 temporary appointments September 5 through September 18, 1998.

Commissioner Soulis moved and Commissioner Nakajo seconded. There were no questions or discussion and Items "A" through "G" on the Consent Calendar were approved or ordered filed as appropriate.

3. CONSENT CALENDAR

G) Temporary Appointments (Continued)

Report having made 413 temporary appointments during Payroll Period
September 05 through September 18, 1998.

NAME	Present RANK	Higher RANK	NO.OF DAYS WORKED	DATES
WHITE PATRICK	0050	0150	9	09/08/98 09/18/98
BARBANO MARK J	0040	0050	1	09/18/98 09/18/98
BARBANO MARK J	0040	0050	2	09/15/98 09/16/98
BARBANO MARK J	0040	0050	1	09/05/98 09/05/98
BOUDOURES ROBERT G	0040	0050	2	09/15/98 09/16/98
BOUDOURES ROBERT G	0040	0050	2	09/06/98 09/07/98
BRACCO RICHARD D	0040	0050	4	09/09/98 09/13/98
CARDINALE FRANK T	0040	0050	4	09/13/98 09/17/98
CARDINALE FRANK T	0040	0050	1	09/05/98 09/05/98
CASSERLY PATRICK J	0040	0050	1	09/18/98 09/18/98
FERRY JAMES C	0040	0050	2	09/14/98 09/15/98
FRISELLA DAVID A	0040	0050	4	09/14/98 09/18/98
FRISELLA DAVID A	0040	0050	4	09/08/98 09/12/98
LEE JOHN J	0040	0050	2	09/13/98 09/14/98
MAZEAU JOSEPH J	0040	0050	4	09/07/98 09/11/98
MILES WILLIAM E	0040	0050	2	09/05/98 09/06/98
TRACEY JAMES M	0040	0050	4	09/08/98 09/12/98
ARCE EDWARD J	0030	0040	2	09/05/98 09/06/98
BENNETT ROD L	0030	0040	1	09/18/98 09/18/98
BENNETT ROD L	0030	0040	4	09/12/98 09/16/98
BENNETT ROD L	0030	0040	2	09/09/98 09/10/98
BENNETT ROD L	0030	0040	2	09/06/98 09/07/98
BONNEL MICHAEL W	0030	0040	1	09/18/98 09/18/98
BRADEN JIMMIE T	0030	0040	2	09/07/98 09/08/98
CAREY WILLIAM G	0030	0040	2	09/16/98 09/17/98
CAREY WILLIAM G	0030	0040	2	09/13/98 09/14/98
CAREY WILLIAM G	0030	0040	2	09/10/98 09/11/98
CHIN PAUL H	0030	0040	2	09/17/98 09/18/98
GEE EDWARD N	0030	0040	2	09/07/98 09/08/98
GOODIN DOUGLAS L	0030	0040	2	09/16/98 09/17/98
GOODIN DOUGLAS L	0030	0040	2	09/13/98 09/14/98
GOODIN DOUGLAS L	0030	0040	2	09/10/98 09/11/98
GOODIN DOUGLAS L	0030	0040	1	09/05/98 09/05/98
HAYES WHITE JOANNE	0030	0040	7	09/08/98 09/17/98
KELBER PHILIP S	0030	0040	4	09/09/98 09/13/98
LEAL GARY S	0030	0040	2	09/14/98 09/15/98
LEAL GARY S	0030	0040	2	09/11/98 09/12/98
LEANIO PHILIP F	0030	0040	2	09/07/98 09/08/98

3. CONSENT CALENDAR

G) Temporary Appointments (Continued)

MASSETANI GARY	0030	0040	9	09/08/98	09/18/98
NOLAN MICHAEL J	0030	0040	2	09/15/98	09/16/98
NOLAN VINCENT J	0030	0040	2	09/09/98	09/10/98
NOLAN VINCENT J	0030	0040	2	09/06/98	09/07/98
ODONNELL EDWARD JR	0030	0040	3	09/15/98	09/18/98
ODONNELL EDWARD JR	0030	0040	2	09/09/98	09/10/98
PEEFF JOHN T	0030	0040	2	09/14/98	09/15/98
RODRIGUEZ RONALD A	0030	0040	2	09/07/98	09/08/98
ROYBAL PETER D	0030	0040	2	09/16/98	09/17/98
ROYBAL PETER D	0030	0040	2	09/13/98	09/14/98
ROYBAL PETER D	0030	0040	2	09/10/98	09/11/98
ROYBAL PETER D	0030	0040	1	09/05/98	09/05/98
SERAFINI WILLIAM F	0030	0040	2	09/15/98	09/16/98
SERAFINI WILLIAM F	0030	0040	2	09/12/98	09/13/98
STEFANI ANTHONY R	0030	0040	2	09/11/98	09/12/98
SULLIVAN DAVID R	0030	0040	2	09/17/98	09/18/98
SULLIVAN DAVID R	0030	0040	2	09/05/98	09/06/98
TRAINOR RONALD E	0030	0040	2	09/13/98	09/14/98
FARRIS KENNETH	0030	0039	10	09/07/98	09/18/98
KOCHEVAR RICHARD	0030	0039	8	09/07/98	09/17/98
RYAN THOMAS	0030	0039	10	09/07/98	09/17/98
AHUMADA MICHAEL R	0020	0030	7	09/05/98	09/14/98
ARTEMOFF GEORGE S	0020	0030	2	09/08/98	09/09/98
BARAONA EUGENE A	0020	0030	2	09/15/98	09/16/98
BARAONA EUGENE A	0020	0030	2	09/12/98	09/13/98
BARAONA EUGENE A	0020	0030	2	09/09/98	09/10/98
BARAONA EUGENE A	0020	0030	2	09/06/98	09/07/98
BARTELS WILLIAM J	0020	0030	2	09/17/98	09/18/98
BARTELS WILLIAM J	0020	0030	4	09/05/98	09/09/98
BATISTE WALTER D	0020	0030	2	09/13/98	09/14/98
BATISTE WALTER D	0020	0030	2	09/10/98	09/11/98
BATISTE WALTER D	0020	0030	1	09/05/98	09/05/98
BONNIE WM SCOTLAND	0020	0030	4	09/14/98	09/18/98
BONNIE WM SCOTLAND	0020	0030	2	09/08/98	09/09/98
BRODIE KENNETH	0020	0030	1	09/18/98	09/18/98
BRYANT MICHAEL R	0020	0030	2	09/07/98	09/08/98
CAREY JAMES M	0020	0030	2	09/12/98	09/13/98
CARROLL DAVID A	0020	0030	1	09/18/98	09/18/98
CARROLL DAVID A	0020	0030	2	09/15/98	09/16/98
CARROLL DAVID A	0020	0030	2	09/09/98	09/10/98
CONNORS JAMES M	0020	0030	2	09/14/98	09/15/98
COYNE JAMES M	0020	0030	2	09/05/98	09/06/98
CUNNIE MICHAEL J	0020	0030	1	09/18/98	09/18/98
CUNNIE MICHAEL J	0020	0030	4	09/06/98	09/13/98
DENTE DAN F	0020	0030	2	09/12/98	09/13/98
DITO RAYMOND E	0020	0030	2	09/13/98	09/14/98
DITO RAYMOND E	0020	0030	2	09/07/98	09/08/98

3. CONSENT CALENDAR

G) Temporary Appointments (Continued)

ERLER RUDOLPH L	0020	0030	2	09/06/98	09/07/98
FORBES JOHN J III	0020	0030	2	09/16/98	09/17/98
FORBES JOHN J III	0020	0030	2	09/10/98	09/11/98
FORBES JOHN J III	0020	0030	3	09/05/98	09/08/98
FREDIANI DONALD L	0020	0030	8	09/08/98	09/18/98
GALLEGOS THOMAS M	0020	0030	2	09/12/98	09/13/98
GARCIA GEORGE H JR	0020	0030	8	09/08/98	09/18/98
GARRY KEVIN J	0020	0030	2	09/17/98	09/18/98
GARRY KEVIN J	0020	0030	2	09/11/98	09/12/98
GARRY KEVIN J	0020	0030	2	09/08/98	09/09/98
GUTIERREZ RICHARD	0020	0030	1	09/18/98	09/18/98
GUTIERREZ RICHARD	0020	0030	1	09/18/98	09/18/98
GUTIERREZ RICHARD	0020	0030	4	09/09/98	09/16/98
GUTIERREZ RICHARD	0020	0030	2	09/06/98	09/07/98
HANSEN JERRY E	0020	0030	2	09/16/98	09/17/98
HANSEN JERRY E	0020	0030	2	09/13/98	09/14/98
HENTZ JAMES R	0020	0030	2	09/13/98	09/14/98
HENTZ JAMES R	0020	0030	2	09/07/98	09/08/98
JOHNSON MARK JEFFREY	0020	0030	2	09/05/98	09/06/98
JONES WINONA M	0020	0030	2	09/12/98	09/13/98
KELLY THOMAS J	0020	0030	2	09/13/98	09/14/98
KOSTA FRANK H	0020	0030	2	09/15/98	09/16/98
KUBEL DENNIS	0020	0030	2	09/08/98	09/09/98
LARKIN HENRY J	0020	0030	2	09/05/98	09/06/98
LAUER RICHARD L	0020	0030	2	09/17/98	09/18/98
LAUER RICHARD L	0020	0030	2	09/14/98	09/15/98
LAUER RICHARD L	0020	0030	2	09/11/98	09/12/98
LEE JAMES J	0020	0030	5	09/05/98	09/11/98
LEONARD ALLAN J	0020	0030	4	09/13/98	09/17/98
LEONARD ALLAN J	0020	0030	2	09/10/98	09/11/98
LEONARD ALLAN J	0020	0030	1	09/05/98	09/05/98
LIGGINS EDWARD JR	0020	0030	4	09/14/98	09/18/98
LIGGINS EDWARD JR	0020	0030	4	09/05/98	09/12/98
MCDONAGH JAMES R	0020	0030	2	09/05/98	09/06/98
MCHUGH JAMES E	0020	0030	3	09/15/98	09/18/98
MCKEON JOSEPH B	0020	0030	2	09/06/98	09/07/98
MOLINARI ROBERT M	0020	0030	2	09/16/98	09/17/98
MOLINARI ROBERT M	0020	0030	2	09/13/98	09/14/98
MONTAGUE GARY M	0020	0030	2	09/15/98	09/16/98
MONTAGUE GARY M	0020	0030	2	09/12/98	09/13/98
MONTAGUE GARY M	0020	0030	2	09/09/98	09/10/98
MONTAGUE GARY M	0020	0030	2	09/06/98	09/07/98
MURRAY THOMAS E	0020	0030	2	09/16/98	09/17/98
MURRAY THOMAS E	0020	0030	2	09/10/98	09/11/98
MURRAY THOMAS E	0020	0030	3	09/05/98	09/08/98
OCONNOR JAMES J	0020	0030	2	09/13/98	09/14/98
OCONNOR JAMES J	0020	0030	2	09/10/98	09/11/98
OCONNOR JAMES J	0020	0030	3	09/05/98	09/08/98
OUTLEY JAMES A	0020	0030	1	09/05/98	09/05/98

3. CONSENT CALENDAR

G) Temporary Appointments (Continued)

PAPERA MICHAEL C	0020	0030	2	09/12/98	09/13/98
PINKARD HARRY T	0020	0030	1	09/18/98	09/18/98
PINKARD HARRY T	0020	0030	2	09/15/98	09/16/98
PINKARD HARRY T	0020	0030	2	09/09/98	09/10/98
PLESCIA MATTHEW V	0020	0030	1	09/18/98	09/18/98
PLESCIA MATTHEW V	0020	0030	4	09/06/98	09/10/98
RIPOLL GEORGE J	0020	0030	2	09/17/98	09/18/98
RIPOLL GEORGE J	0020	0030	2	09/11/98	09/12/98
RIPOLL GEORGE J	0020	0030	4	09/05/98	09/09/98
RIZOTTO ALFRED C	0020	0030	2	09/05/98	09/06/98
ROSS MARTY A	0020	0030	10	09/05/98	09/18/98
SHERIDAN REID K	0020	0030	2	09/12/98	09/13/98
SMITH STEPHEN C	0020	0030	2	09/10/98	09/11/98
SOULE ANTHONY P	0020	0030	1	09/05/98	09/05/98
SUTTER DENNIS J	0020	0030	2	09/07/98	09/08/98
VASQUEZ MANUEL M	0020	0030	2	09/07/98	09/08/98
WALSH FREDERICK C	0020	0030	2	09/07/98	09/08/98
BANFORD ETHAN	0020	0028	10	09/07/98	09/18/98
CASTELLANOS RUDOLPH	0020	0028	8	09/07/98	09/17/98
DEA EDMUND	0020	0028	9	09/07/98	09/18/98
FIELDS MONICA	0020	0028	8	09/07/98	09/18/98
HALE REX	0020	0028	9	09/07/98	09/18/98
HIGGINS JOSEPH	0020	0028	9	09/07/98	09/17/98
JONES GREGORY	0020	0028	9	09/07/98	09/17/98
LABRADO RUDOLPH	0020	0028	9	09/07/98	09/17/98
MCGREGOR RAEMONA	0020	0028	9	09/07/98	09/18/98
WILSON JOSEPH	0020	0028	10	09/08/98	09/18/98
CHAN WING CHUNG	0010	0020	2	09/09/98	09/10/98
CHAN WING CHUNG	0010	0020	2	09/06/98	09/07/98
FERRANDO JOHN J	0010	0020	2	09/16/98	09/17/98
GRIFFEY NIKKI P	0010	0020	2	09/15/98	09/16/98
GRIFFEY NIKKI P	0010	0020	2	09/11/98	09/12/98
GRIFFEY NIKKI P	0010	0020	3	09/05/98	09/09/98
MORRISON JOSEPH	0010	0020	2	09/12/98	09/13/98
MORRISON JOSEPH	0010	0020	2	09/09/98	09/10/98
MORRISON JOSEPH	0010	0020	2	09/06/98	09/07/98
OWEN KENNETH H	0010	0020	2	09/15/98	09/16/98
OWEN KENNETH H	0010	0020	2	09/11/98	09/12/98
OWEN KENNETH H	0010	0020	2	09/08/98	09/09/98
OWYANG GREGORY	0010	0020	7	09/08/98	09/17/98
VANDERVENNET JOHN	0010	0020	4	09/13/98	09/17/98
VANDERVENNET JOHN	0010	0020	2	09/10/98	09/11/98
BACCIOCCO LOUIS F	0002	0020	8	09/06/98	09/16/98
BAILON THOMAS R	0002	0020	2	09/14/98	09/15/98
BAILON THOMAS R	0002	0020	2	09/08/98	09/09/98

3. CONSENT CALENDAR

G) Temporary Appointments (Continued)

BALMY ALEC MICHAEL	0002	0020	1	09/18/98	09/18/98
BALMY ALEC MICHAEL	0002	0020	4	09/09/98	09/13/98
BALMY ALEC MICHAEL	0002	0020	2	09/06/98	09/07/98
BARNES CARL ANTHONY	0002	0020	2	09/14/98	09/15/98
BARNES CARL ANTHONY	0002	0020	4	09/05/98	09/12/98
BECKERLEY JOHN G	0002	0020	4	09/06/98	09/10/98
BERTOLLO WALTER R	0002	0020	2	09/10/98	09/11/98
BERTOLLO WALTER R	0002	0020	3	09/05/98	09/08/98
BONAL FRANK ROLAND	0002	0020	2	09/12/98	09/13/98
BOTELHO ERIC J	0002	0020	2	09/16/98	09/17/98
BOTELHO ERIC J	0002	0020	2	09/13/98	09/14/98
BUSALACCHI RICHARD	0002	0020	2	09/16/98	09/17/98
BUSALACCHI RICHARD	0002	0020	4	09/10/98	09/14/98
BUSALACCHI RICHARD	0002	0020	1	09/05/98	09/05/98
CABA JOHN JAY	0002	0020	2	09/05/98	09/06/98
CASTELAN MICHAEL	0002	0020	4	09/10/98	09/15/98
CHARLTON MICHAEL B	0002	0020	1	09/18/98	09/18/98
CHARLTON MICHAEL B	0002	0020	2	09/15/98	09/16/98
CHARLTON MICHAEL B	0002	0020	2	09/12/98	09/13/98
CHARLTON MICHAEL B	0002	0020	2	09/09/98	09/10/98
CHARLTON MICHAEL B	0002	0020	2	09/06/98	09/07/98
CHAVEZ DAVID JOSEPH	0002	0020	2	09/12/98	09/13/98
CHRISTOBAL CLYDE M	0002	0020	4	09/13/98	09/17/98
CHRISTOBAL CLYDE M	0002	0020	3	09/05/98	09/08/98
CHU EDWARD Y	0002	0020	3	09/15/98	09/18/98
CHU EDWARD Y	0002	0020	4	09/06/98	09/10/98
CHUNG JOHN FRANK	0002	0020	4	09/05/98	09/09/98
COFFEY STEPHEN P	0002	0020	8	09/08/98	09/18/98
COTTON RICHARD	0002	0020	2	09/06/98	09/07/98
COTTRELL PETER	0002	0020	4	09/12/98	09/17/98
CRISPEN DEAN MATHEW	0002	0020	2	09/07/98	09/08/98
CUNNANE JAMES P	0002	0020	2	09/13/98	09/14/98
CUNNANE JAMES P	0002	0020	2	09/10/98	09/11/98
CUNNANE JAMES P	0002	0020	3	09/05/98	09/08/98
DAWLEY DAVID	0002	0020	1	09/05/98	09/05/98
DELANE MICHAEL W	0002	0020	3	09/05/98	09/08/98
DIAZ CHRISTOPHER A	0002	0020	2	09/17/98	09/18/98
DILUZIO JOHN A	0002	0020	2	09/16/98	09/17/98
DILUZIO JOHN A	0002	0020	4	09/10/98	09/14/98
DILUZIO JOHN A	0002	0020	3	09/05/98	09/08/98
DUNN GERALD R	0002	0020	6	09/11/98	09/18/98
DUNN GERALD R	0002	0020	2	09/08/98	09/09/98
ENGLER GERALD	0002	0020	7	09/05/98	09/17/98
ESPINOZA RICHARD	0002	0020	2	09/05/98	09/06/98
FALLS GARY J	0002	0020	2	09/16/98	09/17/98
FALLS GARY J	0002	0020	2	09/13/98	09/14/98
FALLS GARY J	0002	0020	2	09/10/98	09/11/98
FALLS GARY J	0002	0020	2	09/07/98	09/08/98
FEWELL JAMES RAFAEL	0002	0020	2	09/12/98	09/13/98

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G) Temporary Appointments (Continued)

GALLAGHER PETER J	0002				
GALLAGHER PETER J	0002			09/14/98	09/15/98
GALLAGHER PETER J	0002			09/11/98	09/12/98
GISSLER JACK A	0002			09/05/98	09/06/98
GOGGIN DONALD JAMES	0002			09/05/98	09/17/98
GOGGIN DONALD JAMES	0002			09/18/98	09/18/98
GOGGIN DONALD JAMES	0002			09/15/98	09/16/98
GOGGIN DONALD JAMES	0002			09/09/98	09/10/98
GORMAN THOMAS R	0002			09/06/98	09/07/98
GORMAN THOMAS R	0002			09/08/98	09/09/98
GRIMESEY PATRICK E	0002			09/05/98	09/06/98
GRIMESEY PATRICK E	0002			09/18/98	09/18/98
GRIMESEY PATRICK E	0002			09/15/98	09/16/98
GRIMESEY PATRICK E	0002			09/12/98	09/13/98
HANLEY JOHN F	0002			09/09/98	09/10/98
HAYES MARK T	0002			09/09/98	09/16/98
HERRERA RUBEN	0002			09/11/98	09/12/98
HESTER JOHN W	0002			09/12/98	09/13/98
HESTER JOHN W	0002			09/18/98	09/18/98
HESTER JOHN W	0002			09/15/98	09/16/98
HOGAN WILLIAM D	0002			09/06/98	09/07/98
HOGAN WILLIAM D	0002			09/18/98	09/18/98
HORTON JOSEPH MICHAEL	0002			09/06/98	09/16/98
HURTADO VICTOR GABRIEL	0002			09/05/98	09/06/98
HURTADO VICTOR GABRIEL	0002			09/14/98	09/15/98
JEPSEN CARL MICHAEL	0002			09/05/98	09/09/98
JONES KENNETH R	0002			09/12/98	09/13/98
KANE MARK E	0002			09/05/98	09/08/98
KANE MARK E	0002			09/13/98	09/14/98
KELLER JAMES	0002			09/07/98	09/08/98
KING JOSEPH L	0002			09/07/98	09/16/98
KNIGHT ROHAN	0002			09/14/98	09/18/98
KNIGHT ROHAN	0002			09/17/98	09/18/98
KNIGHT ROHAN	0002			09/14/98	09/15/98
KNIGHT ROHAN	0002			09/11/98	09/12/98
KOENIG WILLIAM G	0002			09/08/98	09/09/98
KOENIG WILLIAM G	0002			09/12/98	09/18/98
KOENIG WILLIAM G	0002			09/09/98	09/10/98
KWAN NORMAN LINCOLN	0002			09/06/98	09/07/98
LAU KERBY	0002			09/05/98	09/06/98
LAU KERBY	0002			09/14/98	09/18/98
LAU KERBY	0002			09/11/98	09/12/98
LEE SONNY JAK	0002			09/05/98	09/06/98
MAGNUSEN LONNIE H	0002			09/08/98	09/09/98
MAGNUSEN LONNIE H	0002			09/17/98	09/18/98
MAGNUSEN LONNIE H	0002			09/08/98	09/12/98
MARTINEZ ANTHONY DAMON	0002			09/05/98	09/06/98
MARTINEZ ANTHONY DAMON	0002			09/13/98	09/14/98
				09/07/98	09/08/98

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G) Temporary Appointments (Continued)

MCCOY JOHN	0002	0020	1	09/18/98	09/18/98
MCCOY JOHN	0002	0020	2	09/15/98	09/16/98
MCCOY JOHN	0002	0020	2	09/12/98	09/13/98
MCCOY JOHN	0002	0020	2	09/06/98	09/07/98
MCCULLOCH TRACIE KAY	0002	0020	2	09/11/98	09/12/98
MCCULLOCH TRACIE KAY	0002	0020	2	09/05/98	09/06/98
MERRILL CLIFTON D	0002	0020	2	09/14/98	09/15/98
MERRILL CLIFTON D	0002	0020	2	09/11/98	09/12/98
MERRILL CLIFTON D	0002	0020	4	09/05/98	09/09/98
MIELKE ROBERT T	0002	0020	2	09/05/98	09/06/98
MULHAIR LESLIE K	0002	0020	1	09/18/98	09/18/98
MULHAIR LESLIE K	0002	0020	6	09/09/98	09/16/98
MUNIZ ROBERT P	0002	0020	2	09/12/98	09/13/98
MUNIZ ROBERT P	0002	0020	2	09/06/98	09/07/98
OLEARY MICHAEL E	0002	0020	2	09/17/98	09/18/98
OLEARY MICHAEL E	0002	0020	2	09/14/98	09/15/98
OLEARY MICHAEL E	0002	0020	2	09/08/98	09/09/98
OSHEA JOHN P	0002	0020	1	09/18/98	09/18/98
OSHEA JOHN P	0002	0020	4	09/12/98	09/16/98
OSHEA JOHN P	0002	0020	2	09/09/98	09/10/98
OSULLIVAN KEVIN EDWARD	0002	0020	4	09/10/98	09/14/98
OSULLIVAN KEVIN EDWARD	0002	0020	3	09/05/98	09/08/98
PARATLEY ANITA DAWN	0002	0020	2	09/13/98	09/14/98
PARENT JOHN C	0002	0020	2	09/05/98	09/06/98
PARKER MICHAEL REIS	0002	0020	2	09/12/98	09/13/98
PAUL ALLAN R	0002	0020	2	09/14/98	09/15/98
PERRIATT STANLEY JOSEPH	0002	0020	2	09/17/98	09/18/98
PUMPHREY ZACHARY WILLIAMS	0002	0020	2	09/05/98	09/15/98
PUMPHREY ZACHARY WILLIAMS	0002	0020	8	09/15/98	09/15/98
REY BRAD LAWRENCE	0002	0020	1	09/12/98	09/13/98
REY BRAD LAWRENCE	0002	0020	2	09/08/98	09/09/98
RICHARDSON ERIC	0002	0020	2	09/16/98	09/17/98
ROMERO SAMUEL NMI	0002	0020	2	09/13/98	09/14/98
ROMERO SAMUEL NMI	0002	0020	2	09/07/98	09/08/98
ROMERO SAMUEL NMI	0002	0020	2	09/07/98	09/08/98
RUSSELL DAVID EDWARD	0002	0020	2	09/14/98	09/15/98
SALA SIULAGI L	0002	0020	2	09/12/98	09/13/98
SCHRICK JAMES J	0002	0020	2	09/10/98	09/11/98
SERPA ANTHONY J	0002	0020	2	09/07/98	09/08/98
SERPA ANTHONY J	0002	0020	2	09/18/98	09/18/98
SLATTERY RICHARD F	0002	0020	1	09/15/98	09/16/98
SLATTERY RICHARD F	0002	0020	2	09/12/98	09/13/98
SLATTERY RICHARD F	0002	0020	2	09/06/98	09/07/98
SLATTERY RICHARD F	0002	0020	2	09/12/98	09/13/98
SOBOZINSKY ANDREW T	0002	0020	2	09/16/98	09/17/98
STORTI WILLIAM OLIVER	0002	0020	2	09/13/98	09/14/98
STORTI WILLIAM OLIVER	0002	0020	1	09/05/98	09/05/98

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G) Temporary Appointments (Continued)

SULLIVAN DENNIS WILLIAM	0002	0020	2	09/17/98	09/18/98
SULLIVAN DENNIS WILLIAM	0002	0020	2	09/14/98	09/15/98
SULLIVAN DENNIS WILLIAM	0002	0020	2	09/11/98	09/12/98
UGRIN LEAL	0002	0020	1	09/12/98	09/12/98
URQUIAGA PAUL THOMAS	0002	0020	2	09/17/98	09/18/98
URQUIAGA PAUL THOMAS	0002	0020	2	09/05/98	09/06/98
WETTELAND PATRICK	0002	0020	2	09/08/98	09/09/98
WINSLOW ROBERT EDWARD	0002	0020	2	09/15/98	09/16/98
WINSLOW ROBERT EDWARD	0002	0020	2	09/06/98	09/07/98
WONG MIKE JAMES	0002	0020	3	09/15/98	09/18/98
WONG MIKE JAMES	0002	0020	4	09/09/98	09/13/98
WONG MIKE JAMES	0002	0020	2	09/06/98	09/07/98
WONG SUEON F	0002	0020	1	09/18/98	09/18/98
WONG SUEON F	0002	0020	2	09/15/98	09/16/98
WONG SUEON F	0002	0020	2	09/12/98	09/13/98
WONG SUEON F	0002	0020	2	09/09/98	09/10/98
WONG SUEON F	0002	0020	2	09/06/98	09/07/98
WYRSCH VICTOR HERMAN	0002	0020	7	09/05/98	09/17/98
ZOUZOUNIS DENNIS J	0002	0020	2	09/16/98	09/17/98
ZOUZOUNIS DENNIS J	0002	0020	4	09/10/98	09/14/98
ZOUZOUNIS DENNIS J	0002	0020	3	09/05/98	09/08/98
WONG JEFFREY	0002	0016	10	09/07/98	09/18/98
ALEXANDER ALEXANDRA	0002	0010	8	09/05/98	09/18/98
BARBARA ROBERT A	0002	0010	2	09/14/98	09/15/98
BAZARINI NICHOLAS CALA	0002	0010	2	09/10/98	09/11/98
BIAGINI DANIEL	0002	0010	9	09/06/98	09/18/98
BOHLER HEIDI MARIT	0002	0010	1	09/05/98	09/05/98
BOUEY KEVIN T	0002	0010	2	09/07/98	09/08/98
BROCK JANET LOUISE	0002	0010	2	09/13/98	09/14/98
CABA NORMAN J	0002	0010	2	09/10/98	09/11/98
CARDINALE KATHRYN M C	0002	0010	1	09/18/98	09/18/98
CARDINALE KATHRYN M C	0002	0010	2	09/15/98	09/16/98
CARDINALE KATHRYN M C	0002	0010	2	09/12/98	09/13/98
CARDINALE KATHRYN M C	0002	0010	2	09/06/98	09/07/98
CARLE WILLIAM M	0002	0010	2	09/13/98	09/14/98
CELONA MICHAEL	0002	0010	8	09/05/98	09/15/98
CUFFE FRANK	0002	0010	7	09/06/98	09/18/98
FAUSS MICHAEL	0002	0010	2	09/16/98	09/17/98
GHILARDI EDWARD	0002	0010	8	09/07/98	09/17/98
GORDON DAVID	0002	0010	8	09/05/98	09/16/98
HALL JAMES NMI	0002	0010	2	09/12/98	09/13/98
HALL JAMES NMI	0002	0010	2	09/09/98	09/10/98
HALL JAMES NMI	0002	0010	2	09/06/98	09/07/98
HARRIS LEONARDO	0002	0010	6	09/07/98	09/17/98
HAYES MELVIN J	0002	0010	2	09/10/98	09/11/98
JAMES ROBERT	0002	0010	8	09/05/98	09/18/98

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G) Temporary Appointments (Continued)

JONES HELEN MICHELLE	0002	0010	2	09/11/98	09/12/98
JONES HELEN MICHELLE	0002	0010	2	09/08/98	09/09/98
KARAWANNY GEORGE NMN	0002	0010	8	09/06/98	09/16/98
KERN DONALD EUGENE JR	0002	0010	1	09/05/98	09/05/98
KYONO BRIAN YUTAKA	0002	0010	1	09/18/98	09/18/98
LEE STEPHEN V	0002	0010	2	09/08/98	09/09/98
LERMA MELISSA MARIE	0002	0010	2	09/17/98	09/18/98
LERMA MELISSA MARIE	0002	0010	2	09/14/98	09/15/98
LERMA MELISSA MARIE	0002	0010	2	09/08/98	09/09/98
LOUIE CALVIN W	0002	0010	2	09/07/98	09/08/98
MAHER EUGENE F	0002	0010	2	09/05/98	09/06/98
MURRAY JOHN J	0002	0010	2	09/16/98	09/17/98
ONEILL DENNIS WILLIAM	0002	0010	2	09/16/98	09/17/98
ORTEGA WILLA HONIKO	0002	0010	1	09/05/98	09/05/98
PAMPANIN VINCENT	0002	0010	7	09/06/98	09/18/98
PAUL ALLAN	0002	0010	4	09/05/98	09/10/98
ROBINSON RONALD	0002	0010	7	09/06/98	09/18/98
ROMERO DANIEL G	0002	0010	2	09/10/98	09/11/98
SARIBALIS GEORGE A	0002	0010	1	09/05/98	09/05/98
TALMADGE MELINDA ANNETTE	0002	0010	2	09/11/98	09/12/98
TALMADGE MELINDA ANNETTE	0002	0010	2	09/05/98	09/06/98
URQUIAGA PAUL	0002	0010	4	09/11/98	09/15/98
VERANT ROGGER	0002	0010	6	09/09/98	09/16/98
WON JOHN	0002	0010	7	09/06/98	09/18/98
WOO ARNOLD	0002	0010	7	09/06/98	09/18/98
WU ALLEN SUNNY	0002	0010	2	09/16/98	09/17/98
WU ALLEN SUNNY	0002	0010	4	09/07/98	09/11/98
AHERN ROBERT	0002	0003	2	09/09/98	09/10/98
BORTMAS DARREN	0002	0003	4	09/08/98	09/12/98
FEWELL TIMOTHY	0002	0003	2	09/08/98	09/09/98
KELLER SCOTT	0002	0003	2	09/09/98	09/10/98
KELLER SCOTT	0002	0003	2	09/15/98	09/16/98
REYNAUD ALAN	0002	0003	6	09/08/98	09/15/98
SIGUENZA PABLO	0002	0003	4	09/10/98	09/14/98
FRANKS BENJAMIN	0001	0033	1	09/05/98	09/05/98
ALBOFF GEORGE	0006	0024	8	09/07/98	09/18/98
CARDER MARY	0002	0006	9	09/06/98	09/18/98
MCGUINN MARTY	0002	0006	8	09/05/98	09/18/98
SCANNELL JOSEPH	0002	0006	1	09/05/98	09/05/98
THOMAS JENNIFER	0010	0006	9	09/06/98	09/18/98
VEGA PAUL	0010	0006	6	09/05/98	09/12/98
CEREGHINO KENNETH	0022	0032	8	09/07/98	09/17/98
LI ERNEST	0022	0032	8	09/08/98	09/18/98
SUDANO JOHN	0022	0032	3	09/07/98	09/09/98

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G) Temporary Appointments (Continued)

BRAIDA MICHAEL	0004	0022	7	09/07/98	09/17/98
GRAFF JOSEPH	0004	0022	9	09/07/98	09/18/98
SCHEMBRI PETER	0006	0022	8	09/08/98	09/18/98
ARD GERALD	0002	0004	8	09/07/98	09/18/98
ESTABEZ MICHAEL	0002	0004	8	09/07/98	09/18/98
GATES PRISCILLA	0002	0004	9	09/07/98	09/18/98
GUITRON BRUCE	0002	0004	8	09/07/98	09/18/98
HONG CLIFTON	0002	0004	8	09/07/98	09/18/98
PIOMBO JOHN	0002	0004	6	09/08/98	09/17/98
ZARI GERALD	0002	0004	7	09/07/98	09/17/98
DISABILITY PAY					
MORAN MICHAEL	0040	0050	14	09/05/98	09/18/98
RONAN JOHN	0030	0040	14	09/05/98	09/18/98
JONES MICHAEL	0020	0028	11	09/05/98	09/15/98
BRANDT KENT	0002	0020	13	09/05/98	09/18/98
DIAZ CHRISTOPHER	0002	0020	11	09/05/98	09/15/98
HILL STEVEN	0002	0020	14	09/05/98	09/18/98
REY BRAD LAWRENCE	0002	0020	3	09/16/98	09/18/98
WONG BARRY	0002	0020	14	09/05/98	09/18/98
KRAMER KEVIN	0002	0010	8	09/05/98	09/12/98
WORKERS COMPENSATION					
CERCOS JOHN	0030	0040	14	09/05/98	09/18/98
OMITTED FROM PAY PERIOD ENDING 9/4/98					
WHITE PATRICK	0050	.0150	10	08/24/98	09/04/98
ASARO JOSEPH	0040	0050	5	08/24/98	08/28/98
HAYES WHITE JOANNE	0030	0040	7	08/24/98	09/03/98
MASSETANI GARY	0030	0040	10	08/24/98	09/04/98
FARRIS KENNETH	0030	0039	9	08/24/98	09/04/98
KOCHEVAR RICHARD	0030	0039	8	08/24/98	09/03/98
RYAN THOMAS	0030	0039	10	08/24/98	09/04/98

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G) Temporary Appointments (Continued)

DRAKE GEORGE	0020	0030	2	08/28/98	08/29/98
FRANKLIN DAVID	0020	0030	2	08/23/98	08/24/98
KUBEL DENNIS	0020	0030	2	08/29/98	08/30/98
ROBINSON RICHARD	0020	0030	2	09/02/98	09/03/98
BANFORD ETHAN	0020	0028	8	08/24/98	09/04/98
CASTELLANOS RUDOLPH	0020	0028	8	08/24/98	09/04/98
DEA EDMUND	0020	0028	8	08/24/98	09/03/98
FIELDS MONICA	0020	0028	9	08/24/98	09/04/98
HALE REX	0020	0028	6	08/24/98	09/03/98
HIGGINS JOSEPH	0020	0028	4	08/31/98	09/04/98
JONES GREGORY	0020	0028	6	08/26/98	09/04/98
LABRADO RUDOLPH	0020	0028	8	08/24/98	09/04/98
MCGREGOR RAEMONA	0020	0028	9	08/24/98	09/04/98
WILSON JOSEPH	0020	0028	10	08/24/98	09/04/98
OWYANG GREGORY	0010	0020	7	08/24/98	09/02/98
CASTAIN MAURICE	0002	0020	2	08/23/98	08/24/98
COTTRELL PETER	0002	0020	2	08/31/98	09/01/98
DAWLEY DAVID	0002	0020	1	09/04/98	09/04/98
ENGLER GERALD	0002	0020	3	08/27/98	09/04/98
PARDINI DENNIS	0002	0020	2	08/28/98	08/29/98
RICHARDSON ERIC	0002	0020	2	08/23/98	08/24/98
JUAREZ FERNANDO	0002	0018	5	08/24/98	08/28/98
WONG JEFFREY	0002	0016	10	08/24/98	09/04/98
ALBOFF GEORGE	0006	0024	8	08/24/98	09/04/98
CARDER MARY	0002	0006	8	08/22/98	09/01/98
MCGUINN MARTY	0002	0006	7	08/22/98	09/03/98
SCANNELL JOSEPH	0002	0006	9	08/23/98	09/04/98
THOMAS JENNIFER	0010	0006	6	08/22/98	08/29/98
VEGA PAUL	0010	0006	5	08/22/98	09/03/98
CEREGHINO KENNETH	0022	0032	8	08/25/98	09/04/98
LI ERNEST	0022	0032	8	08/24/98	09/03/98
SUDANO JOHN	0022	0032	8	08/25/98	09/04/98
BRAIDA MICHAEL	0004	0022	7	08/25/98	09/04/98
CORREA ANTONIO	0004	0022	4	08/25/98	08/28/98
GRAFF JOSEPH	0004	0022	4	09/01/98	09/04/98
SCHEMBRI PETER	0006	0022	8	08/24/98	09/04/98

3. CONSENT CALENDAR

G) Temporary Appointments (Continued).

ARD GERALD	0002	0004	8	08/24/98	09/04/98
ESTABEZ MICHAEL	0002	0004	7	08/24/98	09/04/98
GATES PRISCILLA	0002	0004	8	08/24/98	09/04/98
GUITRON BRUCE	0002	0004	8	08/24/98	09/04/98
HONG CLIFTON	0002	0004	8	08/24/98	09/04/98
PIOMBO JOHN	0002	0004	7	08/25/98	09/04/98
ZARI GERALD	0002	0004	6	08/24/98	09/02/98

OMITTED FROM DISABILITY PAY PERIOD ENDING 9/4/98

MORAN MICHAEL	0040	0050	14	08/22/98	09/04/98
RONAN JOHN	0030	0040	14	08/22/98	09/04/98

DEMARTINI GEORGE	0020	0028	11	08/22/98	09/01/98
JONES MICHAEL	0020	0028	14	08/22/98	09/04/98
BRANDT KENT	0002	0020	14	08/22/98	09/04/98
DIAZ CHRISTOPHER	0002	0020	10	08/26/98	09/04/98
HILL STEVEN	0002	0020	14	08/22/98	09/04/98
WONG BARRY	0002	0020	14	08/22/98	09/04/98
KRAMER KEVIN	0002	0010	14	08/22/98	09/04/98

OMITTED FROM WORKERS COMPENSATION PAY PERIOD ENDING 9/4/98

CERCOS JOHN	0030	0040	14	08/22/98	09/04/98
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4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted eleven letters commending members of the Department for response to requests for assistance or emergencies, or training.

Acting President Roff directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

Acting President Roff noted, in particular, the letter from Brian O'Neill, GGNRA, in regard to the heroism of a firefighter and the rescues that were made.

+ * * * * *

Moss & Hough
755 Sansome Street, Suite 350
San Francisco, California 94111

October 5, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

Thank you for meeting with me and my friend Commissioner Quaranta the other day to allow me to extend my personal appreciation for the work done by members of your Department. My family and I are eternally grateful to you and your Department for the prompt, efficient and humane assistance provided by your rescue team which my doctors believe saved my life.

I would appreciate your staff providing me with the names of the men and women of Engine 40 (Captain Khairul Ali, Firefighters Alison Greene, Cynthia Rickert and Derek Wing) and Medic 9 (Paramedics Chris Posey and Martha Cody) who responded to 135 Forest View Drive on the morning of September 29, 1998.

At the suggestion of Commissioner Quaranta, I am enclosing a check made payable to the Friends of the Fire Department as a token of my family's appreciation.

Thank you.

Very truly yours,

/s/ GARY E. MOSS

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4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

United States Department of the Interior
National Park Service
Golden Gate National Recreation Area
Fort Mason, San Francisco, California 94123

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

October 8, 1998

Dear Chief Demmons:

We would like to commend Firefighter Frank Hsieh of your department for actions he took recently which resulted in the saving of three lives at Ocean Beach.

On September 2, 1998, at approximately 2:30 p.m., three men became stranded in a powerful rip current at Ocean Beach near Lincoln Boulevard. Frank Hsieh was off-duty and surfing at the same location and immediately paddled his surf board to the exhausted victims who were in grave distress. Frank and another surfer towed two of the victims safely to shore despite high waves and strong currents. The third victim had been swept away and disappeared prior to Frank's arrival.

Once on shore Frank joined National Park Service rangers in a search for the missing third victim. Several minutes later Frank spotted the victim floating face down in the surf approximately 25 yards from shore near Judah Street. Frank swam out to the victim and towed him to shore. Frank and two rangers immediately began CPR when no breathing and no pulse were detected.

The victim was transported to UC Hospital by San Francisco paramedics who continued CPR and advanced life support. The victim soon regained a pulse at the hospital and after several days on a ventilator in the intensive care unit was released and is expected to make a full recovery.

The courage and professionalism displayed by Frank was outstanding. There can be no greater public service than the saving of a human life. We are aware of Frank's active participation in your department's Water Rescue Response Team. It is reassuring to see the quality of your firefighters in the Water Rescue Response Team that is so vital to public safety, especially at Ocean Beach.

We very much appreciate the continued outstanding cooperation we receive from your department in all areas of public safety. Please pass along our commendation and thank you to Frank for his efforts.

Sincerely,

/s/ BRIAN O'NEILL

General Superintendent

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4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Clifford B. Henry
618 Mansell Boulevard
San Francisco, California 94134

October 1, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

From January 1997 through August 1998, on numerous occasions, it has been necessary for me to call Emergency 911 to obtain life support services for my wife, Mrs. Christine Henry, who suffers from congestive heart failure and pulmonary edema.

Our family would like to commend and thank the Emergency Medical Paramedics of Stations 42 and 44 for the expeditious manner in which they responded and reached our home. Also, their kindness, concern and gentle mannerisms helped to keep family members, especially the family pet, calm and reassured of her survival during these traumatic times. They were very efficient and professional in saving her life on each and every occasion.

We have had to call 911 on various days of the week and hours, which meant the crews were different, yet the standard of efficiency the same.

Please extend this expression of gratitude from our family to your staff at both Stations 42 and 44 for a job well done. They are a credit to the San Francisco Fire Department Emergency Medical Services Paramedics Team. Again, we thank them very much.

Gratefully,

/s/ CLIFFORD B. HENRY
& FAMILY

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

September 2, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

Re: Ambulance Service - 02-02-98
Fillmore and Haight - Muni Bus

I wanted to write this letter some time ago, but because of a long, painful recovery put it off.

I want to commend highly the two medics (Paul Jug and Salvatore Taormina) because:

1. How they get me gingerly off the bus floor, where I've been lying for an hour waiting for your service, in excruciating pain with a broken shoulder.
2. They used foam forms first and exquisitely, slowly got me on my feet with a minimum of pain.
3. On my feet, into the ambulance in upright, sitting position (the only possibility).

I can only conclude that these particular two really knew their stuff, a lot of compassion, too. I don't know their names, but if there is some kind of recognition that could be given, they should receive it.

Sincerely,

/s/ DOROTHY SEIDL
105 - 21st Avenue, #6
San Francisco, CA 94121

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Adopt-A-Block
455 Eddy Street
San Francisco, California 94109

October 1, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

Thank you for your generous contribution to the First Annual Tenderloin Adopt-A-Block Block Party; the event was a huge success. We are grateful that you are part of this community and do not mind giving back to the community. The time and guidance your officers gave us at Adopt-A-Block while in the planning stages of this event was remarkable. Captain Robert Imbellino provided us with information on the fire lane. He also secured Firefighter Fernando Juarez to provide information and needed equipment to us. Fire Marshall Aaron Stevenson also provided assistance with implementing all the fire safety rules involved with this event. Firefighters Gabriel Shin and Jay Hudson set up a First Aid Station in case of an accident at the event. We had not thought about a First Aid Station. The event was a huge success. These firefighters deserve praise for their involvement in the Block Party.

The community came together to change the image of the Tenderloin community and all the people who were involved felt good about the positive image we projected that day. We had over 70 service providers participating in this event. Sharing their program information with other community service providers in this area, and they also give the people of the Tenderloin information that can help solve some of the many problems that exist in this community. We had approximately 10 city departments participating with information about each department that they represented.

Mayor Brown opened the event with his words of wisdom and his vision of the New Tenderloin. It was an inspiration to all who attended. Several members of the Board of Supervisors gave oracular speeches that set a positive tone for the event.

We look forward to working with you and the firefighters with the planning of next year's event. Again, thank you and your officers for your dedication to the Tenderloin and helping improve conditions in this district.

Very truly yours,

/s/ GWENDOLYN WESTBROOK
Event Coordinator

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Paramedic Eric Nylander
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

September 29, 1998

Dear Eric:

On Tuesday evening, September 15, you and your team of paramedics responded to a 911 call from me. You arrived at my house shortly after 8:00 p.m. and found me quite frantic. As hysterical as I was about my own injury, I was terrified about the plight of my dogs, whom I had literally tossed down the stairs into my patio.

Had you not responded to my pleas for help in situating the dogs, I don't think I would have held myself together enough to stay conscious. My older dog had seized the opportunity to sneak back into the house. I came running in looking for him only to find you bringing him down from upstairs, where he had obviously been trying to get into my room, looking for safety. We put him back outside and then tended to my wounds and got me ready for the ambulance trip.

Throughout your medical treatment, I was kept clearly informed as to exactly what you were doing and what was going to happen. You were all honest and detailed in your answers to my questions, which was paramount to my being able to control my hysteria and calm myself, so as not to add greater medical complications to what was already a serious situation.

It seems so inadequate merely to say "Thank you" to you and your co-workers. Clearly your professional skills are to be commended, and I am grateful beyond words that yours was the team that responded to my call. But my gratitude for your medical attention is surpassed by my gratitude for your kindness and consideration. By attending to my personal requests about the dogs and the phone calls to my children, you gave me the peace of mind to be able to focus on myself and to begin directing my mental energies toward my own healing.

You and your medical team deserve the greatest commendation for performance far above and beyond the call of duty, and I am an extremely grateful recipient of that performance. Thank you!

With deep appreciation,

/s/ HARRIET V. TUCKER
40 Santa Ana Avenue
San Francisco, CA 94127

Note: A similar letter of praise was
sent to Paramedic Paul Piancone

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4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Metropolitan Fire and Emergency Services Board
Training & Education Department
619 Victoria Street
Abbotsford, Australia 3067

September 28, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Re: Recent Visit by Commander Terry Hunter
Melbourne (Australia) Fire Department

Dear Chief Demmons:

Following a request to you I recently visited the San Francisco Fire Department following attendance at the NFA Executive Fire Officer Program.

It is important that I thank you very much for the opportunity. I have had my understanding of Fire Service operations and issues broadened as a result of my visit and hence it was very much a success.

It is also important that you are made aware of the efforts of Firefighter Fernando Juarez who went to some effort to ensure I was looked after and met with appropriate department staff. I found all the staff I interacted was helpful.

I hope that we have the opportunity to host a member of your department in the future so that we can return the hospitality.

Sincerely,

/s/ TERRY HUNTER
Commander

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

October 3, 1998

Dear Chief Demmons:

It was around 7:45 on October 1, 1998, that I called 911 for my husband Donald Petrucci. We live at 1626 Pierce Street in the City. I do not know the names of the five firefighters who responded to my call, but I can tell you this - they are five great guys, who not only gave my husband great care but went beyond with so much kindness and caring. My husband and I send our sincere thanks.

Sincerely,

/s/ RUTH PETRUCCI
1626 Pierce Street, Apt. 322
San Francisco, CA 94115

* * * * *

October 8, 1998

Dear Chief Demmons:

Wanted to express a note of appreciation for the professional and compassionate care given to an ill senior citizen by two of your attendants at Harringtons Club (corner of Turk and Larkin) at approximately 9:00 p.m. the evening of October 7.

As a life-long resident of the City it is good to know we can rely on this competent care by the fire department and paramedics. I believe their vehicle number was six.

Sincerely,

/s/ BOB FAMOUS
381 Turk Street, #306
San Francisco, CA 94102

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

October 5, 1998

Hon. Willie L. Brown, Jr.
Mayor of San Francisco
401 Van Ness Avenue, Room 336
San Francisco, CA 94102

Dear Mayor Brown:

We recently completed Neighborhood Emergency Response Team (N.E.R.T.) training in the Diamond Heights neighborhood in San Francisco. The experience has compelled us to write to you and let you know of our support for this vital program. We believe it should be continued and expanded. The benefits to San Francisco and its citizens cannot be emphasized enough.

Please give our thanks to all the firefighters who volunteered their time. They made the class educational in a very enjoyable way. The firefighters are an asset to all of San Francisco. We ask that you continue to support this valuable program. We hope to see you (in hard hat and vest) at a future N.E.R.T. meeting.

Sincerely,

/s/ NORA & LEONARD KE
1215 Cayuga Avenue
San Francisco, CA 94112

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

B) Public Comment

Acting President Roff acknowledged the presence of Mr. James Ahern, and welcomed him to the meeting. Mr. Ahern thanked the Commission.

Chief Demmons indicated that there were some concerns expressed at the last meeting about more information on the Cadet and Officers Candidate Program. He advised the Commission that he and staff are putting together a presentation for the Commission in ... Acting President Roff said that it is set for our next public meeting.

Chief Demmons said he is contacting all the employee organizations to make a presentation to them, and any community groups, because it is a system and there are a lot of questions.

Ms. Barbara Thomson indicated she was confused by the Chief's statement. She did receive a notice from Mr. Connors that it would be addressed in open session on November 12, 1998. Chief Demmons just mentioned a closed session meeting and she was not aware of when that is going to occur as she hasn't seen a calendar.

Acting President Roff said we are talking about a public meeting where employee groups, other interested individuals, community groups can come and have a general questioning. That's the area we are talking about - the public session for our next meeting.

Ms. Thomson said, again her only question was that she just heard the Chief say there would be a closed session and open session, and she hasn't seen any publication of a closed session.

Mr. Connors said that the calendar for Monday's meeting was mailed today. Ms. Thomson said that the closed session calendar posted outside the Commission meeting room refers to the litigation, not to discussion of the Cadet Program.

Chief Demmons said that is what this is. Acting President Roff said litigation will be the focus of that meeting, and those meetings always are. He stated that Ms. Thomson will have full and ample opportunity to voice her concerns and ask what questions she wants.

Ms. Thomson said, so there will be a closed session and an open session regarding this topic.

Acting President Roff said the closed session is in regard to the Consent Decree meeting with our lawyers and that is something we have done throughout the process. There is nothing unique or different about that. In terms of full discussion of the Cadet Program that will be at our next regular meeting - November 12th.

4. REGULAR CALENDAR - NEW BUSINESS

B) Public Comment

Ms. Thomson said that was her understanding from the correspondence received from the Secretary.

There being no further business to come before the Commission, the meeting was adjourned at 6:10 p.m.

Raymond G. Connors
Secretary

26/98

JOURNAL OF PROCEEDINGS

(MINUTES)

DOCUMENTS DEPT.

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FIRE COMMISSION

Special Meeting - Monday - October 26, 1998 - 5:30 p.m.

260 Golden Gate Avenue - Room 201

ITEM
NO.

1. On Roll Call, the following were noted present:
President Rosemarie Fernandez-Pifer
Vice President Hadley R. Roff
Commissioner Stephen A. Nakajo
Commissioner Russell S. Roeca
Commissioner Ted N. Soulis

Robert L. Demmons - Chief of Department

2. Public Comment on all matters pertaining to Closed Session.

There were no members of the public who wanted to comment.

3. Vote on whether to hold Closed Session to confer with legal counsel (San Francisco Administration Code Section 67.11(a)).

Vice President Roff moved, seconded by Commissioner Roeca, that the Fire Commission convene in Closed Session to confer with legal counsel. The motion was approved 5-0.

4. Closed Session

The Fire Commission will meet in Closed Session with the City Attorney pursuant to the State of California Government Code, Section 54956.9. Pending Litigation (a), and San Francisco Administrative Code Section 67.11, to discuss the matter of the USA vs. CCSF, et al. (USDC No. C 84-7089 MHP).

The Fire Commission met in Closed Session from 5:40 p.m. to 7:38 p.m.

5. Reconvene in Open Session

- A) Possible report on action taken in Closed Session, pursuant to Government Code Sections 54957.1(a)(2) and San Francisco Administrative Code Section 67.14(b)(2).

Secretary Connors indicated that he had been instructed by counsel that there was no action for the Fire Commission to take, pursuant to Administrative Code Section 67.14(b)(2).

- B) Vote to elect whether to disclose any or all Closed Session discussions, pursuant to San Francisco Administrative Code Section 67.14(a).

Commissioner Soulis moved, seconded by Commissioner Nakajo, not to disclose any of the Closed Session discussion.

There were no more questions or discussion and the motion was approved 5-0.

6. Adjournment

The meeting was adjourned at 7:41 p.m.

2/98

JOURNAL OF PROCEEDINGS
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FIRE COMMISSION

Regular Meeting - Thursday - November 12, 1998 - 6:00 p.m.
698 Second Street - Room 102

ITEM
NO.

1. On Roll Call, the following were noted present:

President Rosemarie Fernandez-Pifer

Vice President Hadley R. Roff

Commissioner Stephen A. Nakajo

Commissioner Russell S. Roeca (Arrived 6:55 p.m.)

Commissioner Ted N. Soulis was excused for vacation.

Robert L. Demmons

Harold E. Gamble

Patrick W. White

- Chief of Department
- Deputy Chief - Operations
- Deputy Chief - Administration

Assistant Deputy Chiefs - Staff:

Kevin D. Taylor

Joanne Hayes-White

Lorrie A. Kalos

- Fire Marshal (Acting)
- Support Services (Acting)
- Management Services

Chief Officers - Firefighting Services:

Bernie Lee

Gary L. Musante

Aaron C. Stevenson

Ray Balzarini

- Division 1
- Division 2
- Division 3
- Division of Airports

2. Approval of the minutes of the Regular Meetings of October 8 and October 22, 1998, and the Special Meetings of August 20 and October 26, 1998.

Vice President Roff moved and Commissioner Nakajo seconded.

There were no questions or discussion and the minutes were approved as presented.

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "H") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A) Retirements

Communications received from Retirement Board indicating the following members have retired:

			<u>Retirement Date</u>
Armada, Ariston S.	H22 Lieutenant, BFP	Service	Sep. 28, 1998
Babich, James G.	H2 Firefighter	Service	Sep. 30, 1998
McManus, John J.	H2 Firefighter	Service	Oct. 03, 1998

(Note: Retirement Certificates will be presented at Fire Commission meeting in December, 1998)

B) Monthly Report - Training

Submitting monthly report from Division of Training for October, 1998.

C) Permanent Exempt Appointment

Reporting the following PERMANENT EXEMPT appointment:

EFFECTIVE DATE - OCTOBER 19, 1998

0150 Deputy Chief of Department

Patrick W. White
(vice: Richard Condon,
retired)

Note: Deputy Chief Gamble reassigned to Operations;
Deputy Chief White assigned to Administration

3. CONSENT CALENDAR

D) Suspension

Reporting suspension of H2 Firefighter Elyse Duckett, Airport, for two days, August 11 through August 12, 1998, for violation of Section 3926 of the Rules and Regulations (Tardiness and Failure to Report).

E) Resignations

Submitting resignations of the following:

Probationary H2 Firefighter Sasha A. Grande, effective close of business October 21, 1998.
(Resigned with satisfactory services.
Started work - 09-21-98.)

7334 Stationary Engineer Paul N. Bonitz, effective close of business September 29, 1998.
(Resigned with satisfactory services.
Approximate length of service - 10 years.)

F) Accidents

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

	Accident No. _____	Date _____	Serial No. _____	Category _____	Recommendation _____
Engine 9	98-9-053	09-10-98	570	B	File
Off: Lt. Winona Jones; Drv: FF Ricky Hui					

Cause: Premature door closure - Apparatus for Station 9 were responding to an incident - as the truck cleared the station, a firefighter from Trk 9 closed the engine's bay without realizing that Eng 9 was still inside the station; the door struck the right and left red flashing lights and upper front cab

3. CONSENT CALENDAR

F) Accidents (Continued)

Division 3 98-9-054 09-17-98 209 B File
Off: T/AC David Frisella; C/A Tod Stephenson

Cause: Div 3, while proceeding to an incident with red lights and siren, crossed the intersection against a red light and was struck by a civilian vehicle which failed to heed Div 3's siren

Truck 8 98-9-055 09-18-98 680 C File
Off: Lt. Robert Childs; Drv: FF Jana Wakefield; Tlr: FF Raymond Foley

Cause: Tiller operator oversteered - Trk 8 was turning into Bay Street when the tiller operator over corrected to avoid on-coming traffic and in so doing struck a stopped vehicle

Truck 12 98-9-056 09-18-98 610 A File
Off: T/Lt. John O'Shea; Drv: FF Richard Passanisi; Tlr: FF Joseph Pardo

Cause: Misjudged clearance - Trk 12, while leaving the scene of an incident, grazed a parked automobile; tiller operator failed to check position of rear wheels before proceeding forward

Medic 9 98-9-057 09-19-98 725 B File
Drv: Fire Rescue Paramedic Oscar Cabera

Cause: Hit and run - Medic 9 was stopped at an incident when a vehicle pulled up next to Medic 9; seeing the street blocked, the vehicle reversed at a high rate of speed striking the side of Medic 9

Rescue 2 98-9-058 09-19-98 881 A File
Off: Lt. Charles Crane; Drv: FF Walter Villavicencio

Cause: Misjudged clearance - Res 2, while maneuvering between two parked police vehicles, struck a parked car

Medic 14 98-9-059 09-21-98 714 B File
Drv: Fire Rescue Paramedic Russell Richards

Cause: Equipment Malfunction - Medic 14, while leaving Communications Center basement, struck the electric gate when it closed unexpectedly

3. CONSENT CALENDAR

F) Accidents (Continued)

Medic 38 98-9-060 09-21-98 706 B Bill
Off: Paramedic Captain Michael Whooley; Drv: FF Ricky Hui

Cause: Medic 38 was waved through a street construction site by flagman when a back hoe operator suddenly moved the Caterpillar frontloader, striking Medic 38

Truck 17 98-9-061 09-22-98 616 C File
Off: T/Lt. Edward Chu; Drv: FF Robert Coleman; Tlr: FF Daniel Garibaldi

Cause: Misjudged clearance - Trk 17, while backing up at a fire scene, struck Eng 42

D.O.T. 98-9-062 09-22-98 886 B Bill
Drv: Tech Training Specialist Jeffrey Wong

Cause: Failure to yield - DOT vehicle was responding with red lights when a vehicle made a left turn in front of DOT vehicle, causing a collision

Truck 7 98-9-063 09-22-98 614 A File
Off: Lt. Michael Bryant; Drv: FF Ernest Grays; Tlr: FF Dennis Balich

Cause: Misjudged clearance - Trk 7, while backing into quarters, struck the door frame; guides were posted

Truck 16 98-9-064 09-23-98 605 B Bill
Off: Lt. Steven Wiessler; Drv: FF Wayne Martin; Tlr: FF Frederick Reppun

Cause: Trk 16 while parked was struck by a passing Muni bus

Engine 18 98-9-065 09-23-98 595 A File
Off: Capt. Russell Albano; Drv: FF Clarence Ruffin

Cause: Eng 18, while backing into quarters, struck the station's front exterior wall; guides were posted and warning was given, but not in time

Medic 14 98-9-066 09-24-98 714 B Bill
Drv: Fire Rescue Paramedic Russell Richards

Cause: Medic 14, while proceeding to an incident with red lights and siren, crossed the intersection after stopping at an arterial sign and was struck by a civilian vehicle travelling at a high rate of speed

3. CONSENT CALENDAR

F) Accidents (Continued)

Truck 1 98-9-067 09-25-98 613 A File
Off: Lt. James Coyne; Drv: FF Patrick Martinez; Tlr: FF Jeffrey Malone

Cause: Misjudged clearance - Trk 1, while exiting quarters
of Station 13, struck the station's bumper guard on
the apparatus floor

Engine 6 98-9-068 09-25-98 510 A File
Off: T/Lt. Paul Crawford; Drv: FF Moisa Cueto

Cause: Misjudged clearance - Eng 6, while returning from
an incident and making a right turn, struck a
parked vehicle

Battalion 9 98-9-069 09-28-98 202 A File
Drv: T/CA David Johnson

Cause: Batt 9 driver left the buggy while it was still in
gear, causing it to roll forward and strike a
parked vehicle

Engine 28 98-9-070 09-29-98 597 B File
Off: T/Lt. Clifton Merrill; Drv: FF Ramon Chea

Cause: Misjudged clearance - Eng 28, while parked, was
struck by a vehicle attempting to parallel park

Medic 6 98-9-071 09-30-98 715 C File
Drv: Fire Rescue Paramedic Scott Kinkade

Cause: Medic 6 failed to make a complete stop at a red
light and was struck by a civilian vehicle

Headquarters 98-9-072 09-17-98 377 B Bill
Off: Asst. Deputy Chief II Lorrie Kalos

Cause: Rear end collision - HQ vehicle was stopped in the
fast lane on Freeway 101 South when it was struck
in the rear as a result of a chain collision

Note:

Category A - An accident which has occurred because of inattention
to vehicle operator's and/or officer's responsibilities
or because of misjudgment of clearance in operating
apparatus near stationary objects.

3. CONSENT CALENDAR

F) Accidents (Continued)

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

G) Physician's Reports

Submitting biweekly reports of Fire Department Physician concerning disability injuries, September 19 through October 2, 1998, and October 3 through October 16, 1998.

H) Temporary Appointments

Reporting having made 293 temporary appointments September 19 through October 2, 1998.

Vice President Roff moved and Commissioner Nakajo seconded. There were no questions or discussion and Items "A" through "H" on the Consent Calendar were approved or ordered filed as appropriate.

3. CONSENT CALENDAR

H) Temporary Appointments (Continued)

Report having made 293 temporary appointments during Payroll Period September 19 through October 2, 1998.

NAME	Present RANK	Higher RANK	NO.OF DAYS WORKED	DATES
BARBANO MARK J	0040	0050	2	09/25/98
BARBANO MARK J	0040	0050	3	09/19/98
BOUDOURES ROBERT G	0040	0050	2	09/27/98
BRACCO RICHARD D	0040	0050	2	09/30/98
BRACCO RICHARD D	0040	0050	4	09/21/98
CARDINALE FRANK T	0040	0050	2	10/01/98
CARDINALE FRANK T	0040	0050	2	09/19/98
CASSERLY PATRICK	0040	0050	1	09/19/98
FERRY JAMES C	0040	0050	2	09/26/98
FERRY JAMES C	0040	0050	2	09/23/98
FRISELLA DAVID A	0040	0050	7	09/20/98
LEE JOHN J	0040	0050	2	09/22/98
MAZEAU JOSEPH J	0040	0050	2	10/01/98
MAZEAU JOSEPH J	0040	0050	2	09/28/98
SANCHEZ FEDERICO J	0040	0050	2	09/25/98
TRACEY JAMES M	0040	0050	3	09/29/98
ALBANO RUSSELL J	0030	0040	1	09/26/98
ARCE EDWARD J	0030	0040	5	09/26/98
ARCE EDWARD J	0030	0040	2	09/23/98
ARCE EDWARD J	0030	0040	2	09/20/98
BENNETT ROD L	0030	0040	2	09/30/98
BENNETT ROD L	0030	0040	2	09/27/98
BENNETT ROD L	0030	0040	2	09/24/98
BENNETT ROD L	0030	0040	1	09/19/98
BONNEL MICHAEL W	0030	0040	3	09/19/98
CAREY WILLIAM G	0030	0040	2	09/19/98
CARLOMAGNO JOSEPH	0030	0040	2	09/28/98
GEE EDWARD N	0030	0040	2	09/28/98
GOODIN DOUGLAS L	0030	0040	2	09/25/98
GOODIN DOUGLAS L	0030	0040	2	09/22/98
GOODIN DOUGLAS L	0030	0040	2	09/19/98
KELBER PHILIP S	0030	0040	2	09/21/98
LEAL GARY S	0030	0040	3	09/29/98
MCLAUGHLIN PATRICK	0030	0040	2	10/01/98
MCLAUGHLIN PATRICK	0030	0040	2	09/28/98
ODONNELL EDWARD JR	0030	0040	3	09/19/98
ROYBAL PETER D	0030	0040	2	10/01/98
ROYBAL PETER D	0030	0040	2	09/25/98
ROYBAL PETER D	0030	0040	2	09/19/98
SULLIVAN DAVID R	0030	0040	1	10/02/98
SULLIVAN DAVID R	0030	0040	2	09/20/98
WILHELM ROGER J	0030	0040	2	10/01/98
				09/26/98
				09/23/98
				09/28/98
				10/01/98
				09/25/98
				10/02/98
				09/20/98
				09/19/98
				09/27/98
				09/24/98
				10/02/98
				09/23/98
				10/02/98
				09/29/98
				09/26/98
				09/23/98
				09/20/98
				09/22/98
				10/02/98
				10/02/98
				09/29/98
				09/22/98
				10/02/98
				09/26/98
				09/20/98
				10/02/98
				09/21/98
				10/02/98

3. CONSENT CALENDAR

H) Temporary Appointments (Continued)

AHUMADA MICHAEL R	0020	0030	10	09/19/98	10/02/98
ARTEMOFF GEORGE S	0020	0030	1	10/02/98	10/02/98
BARTELS WILLIAM J	0020	0030	6	09/20/98	09/27/98
BONNIE WM SCOTLAND	0020	0030	2	09/29/98	09/30/98
CAREY JAMES M	0020	0030	2	09/24/98	09/25/98
CARROLL DAVID A	0020	0030	2	09/30/98	10/01/98
CARROLL DAVID A	0020	0030	3	09/19/98	09/22/98
COYNE JAMES M	0020	0030	2	09/20/98	09/21/98
CUNNIE MICHAEL J	0020	0030	2	09/27/98	09/28/98
CUNNIE MICHAEL J	0020	0030	2	09/24/98	09/25/98
CUNNIE MICHAEL J	0020	0030	1	09/19/98	09/19/98
DITO RAYMOND E	0020	0030	2	09/28/98	09/29/98
DITO RAYMOND E	0020	0030	2	09/19/98	09/20/98
ERLER RUDOLPH L	0020	0030	6	09/24/98	10/01/98
FORBES JOHN J III	0020	0030	2	09/19/98	09/20/98
FREDIANI DONALD L	0020	0030	3	09/29/98	10/02/98
FREDIANI DONALD L	0020	0030	2	09/20/98	09/21/98
GALLEGOS THOMAS M	0020	0030	2	09/24/98	09/25/98
GARCIA GEORGE H JR	0020	0030	3	09/29/98	10/02/98
GARCIA GEORGE H JR	0020	0030	2	09/20/98	09/21/98
GARRY KEVIN J	0020	0030	1	10/02/98	10/02/98
GARRY KEVIN J	0020	0030	2	09/23/98	09/24/98
GUTIERREZ RICHARD	0020	0030	3	09/19/98	09/22/98
HANSEN JERRY E	0020	0030	2	09/28/98	09/29/98
HANSEN JERRY E	0020	0030	2	09/25/98	09/26/98
HANSEN JERRY E	0020	0030	2	09/22/98	09/23/98
HANSEN JERRY E	0020	0030	2	09/19/98	09/20/98
JOHNSON MARK JEFFREY	0020	0030	1	10/02/98	10/02/98
JONES MICHAEL	0020	0030	3	09/29/98	10/02/98
JONES MICHAEL	0020	0030	2	09/26/98	09/27/98
JONES MICHAEL	0020	0030	2	09/23/98	09/24/98
KELLY THOMAS J	0020	0030	2	10/01/98	10/02/98
KELLY THOMAS J	0020	0030	2	09/28/98	09/29/98
KELLY THOMAS J	0020	0030	2	09/25/98	09/26/98
KELLY THOMAS J	0020	0030	2	09/22/98	09/23/98
KIM ROBERT K	0020	0030	2	09/29/98	09/30/98
KIM ROBERT K	0020	0030	2	09/23/98	09/24/98
KOSTA FRANK H	0020	0030	4	09/21/98	09/25/98
LARKIN HENRY J	0020	0030	2	09/26/98	09/27/98
LARKIN HENRY J	0020	0030	2	09/23/98	09/24/98
LAUER RICHARD L	0020	0030	3	09/26/98	10/02/98
LAUER RICHARD L	0020	0030	2	09/23/98	09/24/98
LAUER RICHARD L	0020	0030	2	09/20/98	09/21/98
LEE JAMES J	0020	0030	6	09/25/98	10/02/98
LEONARD ALLAN J	0020	0030	8	09/19/98	10/02/98
LIGGINS EDWARD JR	0020	0030	3	09/26/98	10/02/98
LIGGINS EDWARD JR	0020	0030	2	09/20/98	09/21/98

3. CONSENT CALENDAR

H) Temporary Appointments (Continued)

MCDONAGH JAMES R	0020	0030	2	09/20/98	09/21/98
MCHUGH JAMES E	0020	0030	1	09/19/98	09/19/98
MOLINARI RAYMOND L	0020	0030	2	09/20/98	09/21/98
MOLINARI ROBERT M	0020	0030	2	09/28/98	09/29/98
MONTAGUE GARY M	0020	0030	2	09/24/98	09/25/98
MURRAY THOMAS E	0020	0030	6	09/25/98	10/02/98
MURRAY THOMAS E	0020	0030	2	09/22/98	09/23/98
MURRAY THOMAS E	0020	0030	2	09/19/98	09/20/98
OCONNOR JAMES J	0020	0030	2	10/01/98	10/02/98
OCONNOR JAMES J	0020	0030	2	09/28/98	09/29/98
OCONNOR JAMES J	0020	0030	2	09/25/98	09/26/98
OUTLEY JAMES A	0020	0030	2	10/01/98	10/02/98
PINKARD HARRY T	0020	0030	2	09/30/98	10/01/98
PINKARD HARRY T	0020	0030	7	09/19/98	09/28/98
PLESCIA MATTHEW V	0020	0030	4	09/27/98	10/01/98
PLESCIA MATTHEW V	0020	0030	3	09/19/98	09/22/98
RELEI ROBERT E	0020	0030	2	09/26/98	09/27/98
RELEI ROBERT E	0020	0030	2	09/20/98	09/21/98
RIPOLL GEORGE J	0020	0030	3	09/29/98	10/02/98
RIPOLL GEORGE J	0020	0030	2	09/26/98	09/27/98
RIPOLL GEORGE J	0020	0030	2	09/23/98	09/24/98
ROSS MARTY A	0020	0030	3	09/29/98	10/02/98
SHERIDAN REID K	0020	0030	2	09/30/98	10/01/98
SHERIDAN REID K	0020	0030	2	09/27/98	09/28/98
SMITH STEPHEN C	0020	0030	2	09/19/98	09/20/98
SOULE ANTHONY P	0020	0030	4	09/28/98	10/02/98
STEWART GREGORY	0020	0030	2	09/27/98	09/28/98
VASQUEZ MANUEL M	0020	0030	2	09/19/98	09/20/98
CHAN WING CHUNG	0010	0020	4	09/24/98	09/28/98
FERRANDO JOHN J	0010	0020	2	09/28/98	09/29/98
FERRANDO JOHN J	0010	0020	2	09/25/98	09/26/98
FERRANDO JOHN J	0010	0020	2	09/22/98	09/23/98
GRIFFEY NIKKI P	0010	0020	3	09/29/98	10/02/98
GRIFFEY NIKKI P	0010	0020	2	09/25/98	09/26/98
MORRISON JOSEPH	0010	0020	2	09/30/98	10/01/98
MORRISON JOSEPH	0010	0020	4	09/24/98	09/28/98
OWEN KENNETH H	0010	0020	2	09/29/98	09/30/98
OWEN KENNETH H	0010	0020	2	09/22/98	09/23/98
VANDERVENNET JOHN	0010	0020	4	09/25/98	09/29/98
KELLER SCOTT A	0003	0020	2	09/24/98	09/25/98
BALMY ALEC MICHAEL	0002	0020	4	09/27/98	10/01/98
BALMY ALEC MICHAEL	0002	0020	2	09/24/98	09/25/98
BALMY ALEC MICHAEL	0002	0020	3	09/19/98	09/22/98
BARCOJO JOHN M	0002	0020	2	09/19/98	09/20/98
BECKERLEY JOHN G	0002	0020	2	09/30/98	10/01/98

3. CONSENT CALENDAR

H) Temporary Appointments (Continued)

BERTOLLO WALTER R	0002	0020	2	09/19/98	09/20/98
BLACKBURN ROBERT G	0002	0020	2	09/20/98	09/21/98
BOTELHO ERIC J	0002	0020	2	09/22/98	09/23/98
BUSALACCHI RICHARD	0002	0020	2	10/01/98	10/02/98
BUSALACCHI RICHARD	0002	0020	2	09/25/98	09/26/98
BUSALACCHI RICHARD	0002	0020	4	09/19/98	09/23/98
CALKIN ELBERT R	0002	0020	2	09/30/98	10/01/98
CALKIN ELBERT R	0002	0020	2	09/24/98	09/25/98
CALKIN ELBERT R	0002	0020	2	09/21/98	09/22/98
CARTER THEODORE R	0002	0020	2	09/24/98	09/25/98
CHARLTON MICHAEL B	0002	0020	4	09/24/98	09/28/98
CHARLTON MICHAEL B	0002	0020	1	09/19/98	09/19/98
CHRISTOBAL CLYDE	0002	0020	2	09/19/98	09/20/98
CHU EDWARD Y	0002	0020	2	09/27/98	09/28/98
CHU EDWARD Y	0002	0020	5	09/19/98	09/25/98
COE SARA	0002	0020	2	09/22/98	09/23/98
COE SARA	0002	0020	2	09/19/98	09/20/98
COFFEY STEPHEN P	0002	0020	3	09/29/98	10/02/98
COTTON MICHAEL A	0002	0020	2	09/30/98	10/01/98
COTTON MICHAEL A	0002	0020	2	09/24/98	09/25/98
COTTON MICHAEL A	0002	0020	2	09/21/98	09/22/98
CRAWFORD PAUL CARL	0002	0020	4	09/25/98	09/29/98
CRISPEN DEAN MATHEW	0002	0020	2	09/22/98	09/23/98
CRISPEN DEAN MATHEW	0002	0020	2	09/19/98	09/20/98
CUNNANE JAMES P	0002	0020	2	10/01/98	10/02/98
CUNNANE JAMES P	0002	0020	2	09/28/98	09/29/98
CUNNANE JAMES P	0002	0020	4	09/22/98	09/26/98
DIAZ CHRISTOPHER A	0002	0020	2	09/20/98	09/21/98
DILUZIO JOHN A	0002	0020	2	10/01/98	10/02/98
DILUZIO JOHN A	0002	0020	2	09/28/98	09/29/98
DILUZIO JOHN A	0002	0020	2	09/25/98	09/26/98
DILUZIO JOHN A	0002	0020	2	09/22/98	09/23/98
DONNELLY RAYMOND	0002	0020	3	09/29/98	10/02/98
DUNN GERALD R	0002	0020	3	09/29/98	10/02/98
DUNN GERALD R	0002	0020	2	09/20/98	09/21/98
FALLS GARY J	0002	0020	2	10/01/98	10/02/98
FALLS GARY J	0002	0020	2	09/28/98	09/29/98
FALLS GARY J	0002	0020	2	09/22/98	09/23/98
FALLS GARY J	0002	0020	2	09/19/98	09/20/98
FARAC STEPHEN N	0002	0020	2	09/30/98	10/01/98
FARAC STEPHEN N	0002	0020	2	09/27/98	09/28/98
FARAC STEPHEN N	0002	0020	4	09/21/98	09/24/98
FEGAN FRED J	0002	0020	2	09/22/98	09/23/98
FEGAN FRED J	0002	0020	2	09/19/98	09/20/98
FEINER STEPHEN H	0002	0020	2	09/19/98	09/20/98
FEWELL JAMES RAFAEL	0002	0020	2	09/24/98	09/25/98
GALLAGHER PETER J	0002	0020	1	10/02/98	10/02/98
GALLAGHER PETER J	0002	0020	4	09/23/98	09/27/98
GALLAGHER PETER J	0002	0020	2	09/20/98	09/21/98

3. CONSENT CALENDAR

H) Temporary Appointments (Continued)

GISSLER JACK A	0002	0020	10	09/25/98	10/02/98
GOGGIN DONALD JAMES	0002	0020	2	09/30/98	10/01/98
GOGGIN DONALD JAMES	0002	0020	2	09/27/98	09/28/98
GOGGIN DONALD JAMES	0002	0020	2	09/24/98	09/25/98
GOGGIN DONALD JAMES	0002	0020	3	09/19/98	09/22/98
GREGORY STEPHAN	0002	0020	1	10/02/98	10/02/98
GRIMESEY PATRICK E	0002	0020	6	09/24/98	10/01/98
GRIMESEY PATRICK E	0002	0020	1	09/19/98	19/19/98
HANLEY JOHN F	0002	0020	2	09/30/98	10/01/98
HANLEY JOHN F	0002	0020	2	09/27/98	09/28/98
HANLEY JOHN F	0002	0020	2	09/24/98	09/25/98
HANLEY JOHN F	0002	0020	2	09/21/98	09/22/98
HERRERA RUBEN	0002	0020	2	09/30/98	10/01/98
HERRERA RUBEN	0002	0020	4	09/21/98	09/28/98
HESTER JOHN W	0002	0020	2	09/30/98	10/01/98
HESTER JOHN W	0002	0020	2	09/27/98	09/28/98
HESTER JOHN W	0002	0020	2	09/24/98	09/25/98
HESTER JOHN W	0002	0020	3	09/19/98	09/22/98
HOGAN WILLIAM D	0002	0020	2	09/30/98	10/01/98
HOGAN WILLIAM D	0002	0020	2	09/27/98	09/28/98
HOGAN WILLIAM D	0002	0020	2	09/24/98	09/25/98
HOGAN WILLIAM D	0002	0020	1	09/19/98	09/19/98
HUPKE KENNETH W	0002	0020	7	09/23/98	10/02/98
HURTADO VICTOR GABRIEL	0002	0020	3	09/29/98	10/02/98
HURTADO VICTOR GABRIEL	0002	0020	2	09/26/98	09/27/98
HURTADO VICTOR GABRIEL	0002	0020	2	09/23/98	09/24/98
JACKSON ROBERT C	0002	0020	2	09/24/98	09/25/98
KANE MARK E	0002	0020	2	09/28/98	09/29/98
KANE MARK E	0002	0020	4	09/22/98	09/26/98
KANNISTO RICHARD A	0002	0020	2	09/29/98	09/30/98
KEOHANE JERRY E	0002	0020	4	09/27/98	10/01/98
KING JOSEPH L	0002	0020	7	09/11/98	10/12/98
KNIGHT ROHAN	0002	0020	2	09/23/98	10/02/98
KNIGHT ROHAN	0002	0020	2	09/20/98	09/21/98
KOENIG WILLIAM G	0002	0020	2	09/30/98	10/01/98
KOENIG WILLIAM G	0002	0020	2	09/27/98	09/28/98
KOENIG WILLIAM G	0002	0020	3	09/19/98	09/22/98
LAU KERBY	0002	0020	3	09/26/98	10/02/98
LAU KERBY	0002	0020	4	09/20/98	09/24/98
LEE SONNY JAK	0002	0020	7	09/23/98	10/02/98
LEE SONNY JAK	0002	0020	2	09/20/98	09/21/98
MAGNUSEN LONNIE H	0002	0020	3	09/29/98	10/02/98
MAGNUSEN LONNIE H	0002	0020	2	09/26/98	09/27/98
MAGNUSEN LONNIE H	0002	0020	4	09/20/98	09/24/98
MARTINEZ ANTHONY DAMON	0002	0020	2	09/22/98	09/23/98
MARTINEZ ANTHONY DAMON	0002	0020	2	09/19/98	09/20/98
MCCOY JOHN	0002	0020	6	09/19/98	09/19/98
MERRILL CLIFTON D	0002	0020	2	09/29/98	09/30/98
MIELKE ROBERT T	0002	0020	5	09/26/98	10/02/98

3. CONSENT CALENDAR

H) Temporary Appointments (Continued)

MULHAIR LESLIE K	0002								
OLEARY MICHAEL E	0002	0020	7	09/19/98	10/01/98				
OLEARY MICHAEL E	0002	0020	2	09/26/98	09/27/98				
OLEARY MICHAEL E	0002	0020	2	09/23/98	09/24/98				
ORENGO JOE C JR	0002	0020	2	09/20/98	09/21/98				
OSHEA JOHN	0002	0020	2	09/19/98	09/20/98				
OSULLIVAN KEVIN EDWARD	0002	0020	1	09/19/98	09/19/98				
OSULLIVAN KEVIN EDWARD	0002	0020	4	09/28/98	10/02/98				
PARENT JOHN C	0002	0020	2	09/25/98	09/26/98				
PARENT JOHN C	0002	0020	2	09/26/98	09/27/98				
PAUL ALLAN R	0002	0020	2	09/20/98	09/21/98				
PAUL ALLAN R	0002	0020	2	09/30/98	10/01/98				
PUMPHREY ZACHARY WILLIAMS	0002	0020	2	09/26/98	09/27/98				
PUMPHREY ZACHARY WILLIAMS	0002	0020	1	10/02/98	10/02/98				
ITTER DAVID C	0002	0020	2	09/20/98	09/21/98				
ITTER DAVID C	0002	0020	2	09/22/98	09/23/98				
RUSSELL DAVID EDWARD	0002	0020	2	09/19/98	09/20/98				
RUSSELL DAVID EDWARD	0002	0020	2	09/28/98	09/29/98				
SCHIRICK JAMES J	0002	0020	2	09/19/98	09/20/98				
SCHIRICK JAMES J	0002	0020	2	09/30/98	10/01/98				
SCHIRICK JAMES J	0002	0020	2	09/27/98	09/28/98				
SERPA ANTHONY J	0002	0020	2	09/21/98	09/22/98				
SERPA ANTHONY J	0002	0020	2	10/01/98	10/02/98				
SERPA ANTHONY J	0002	0020	2	09/28/98	09/29/98				
SHEA PATRICK FRANK	0002	0020	2	09/19/98	09/20/98				
SKAIN PATRICK M	0002	0020	2	09/24/98	09/25/98				
SKAIN PATRICK M	0002	0020	3	09/29/98	10/02/98				
SKAIN PATRICK M	0002	0020	2	09/23/98	09/24/98				
SKAIN PATRICK M	0002	0020	2	09/20/98	09/21/98				
SLATTERY RICHARD F	0002	0020	4	09/24/98	09/28/98				
SLATTERY RICHARD F	0002	0020	3	09/19/98	09/22/98				
SOBOZINSKY ANDREW T	0002	0020	2	09/24/98	09/25/98				
STORTI WILLIAM OLIVER	0002	0020	2	10/01/98	10/02/98				
SULLIVAN DENNIS WILLIAM	0002	0020	3	09/29/98	10/02/98				
URQUIAGA PAUL THOMAS	0002	0020	1	10/02/98	10/02/98				
URQUIAGA PAUL THOMAS	0002	0020	2	09/26/98	09/27/98				
URQUIAGA PAUL THOMAS	0002	0020	2	09/23/98	09/24/98				
WETTELAND PATRICK	0002	0020	2	09/26/98	09/27/98				
WETTELAND PATRICK	0002	0020	2	09/23/98	09/24/98				
WONG MIKE JAMES	0002	0020	4	09/27/98	10/01/98				
WONG MIKE JAMES	0002	0020	3	09/19/98	09/22/98				
WONG SUEON F	0002	0020	2	09/30/98	10/01/98				
WONG SUEON F	0002	0020	3	09/19/98	09/22/98				
WYRSCH VICTOR HERMAN	0002	0020	2	10/01/98	10/02/98				
WYRSCH VICTOR HERMAN	0002	0020	4	09/22/98	09/26/98				
ZOUZOUNIS DENNIS J	0002	0020	4	09/28/98	10/02/98				
ZOUZOUNIS DENNIS J	0002	0020	2	09/25/98	09/26/98				
ZOUZOUNIS DENNIS J	0002	0020	2	09/22/98	09/23/98				

3. CONSENT CALENDAR

H) Temporary Appointments (Continued)

ALEXANDER ALEXANDRA C	0002	0010	1	10/02/98	10/02/98
ALEXANDER ALEXANDRA C	0002	0010	5	09/19/98	09/26/98
ANDERSON WILLIAM S	0002	0010	2	09/29/98	09/30/98
AUSTIN KATHY A	0002	0010	6	09/24/98	10/01/98
BARNES CARL ANTHONY	0002	0010	2	09/23/98	09/24/98
BIAGINI DANIEL	0002	0010	7	09/19/98	10/01/98
BOHLER HEIDI MARIT	0002	0010	2	09/25/98	09/26/98
BOUEY KEVIN T	0002	0010	2	09/19/98	09/20/98
BOURKE BERNARD L	0002	0010	2	09/24/98	09/25/98
CABA JOHN JAY	0002	0010	2	09/26/98	09/27/98
CARDINALE KATHRYN M C	0002	0010	1	09/19/98	09/19/98
CELONA MICHAEL	0002	0010	3	09/29/98	10/02/98
CUFFE FRANK	0002	0010	2	09/30/98	10/01/98
CUFFE FRANK	0002	0010	3	09/19/98	09/22/98
ERTOLA CHADWICK CLARK	0002	0010	2	09/24/98	09/25/98
FRANCISCO SHANE G	0002	0010	2	09/26/98	09/27/98
GHILARDI EDWARD	0002	0010	8	09/19/98	10/02/98
GIBSON THOMAS	0002	0010	1	10/02/98	10/02/98
GORDON DAVID	0002	0010	8	09/19/98	09/30/98
GOUDREAU BETH MARY	0002	0010	2	09/19/98	09/20/98
GREENE ALISON KIM	0002	0010	2	09/26/98	09/27/98
HALL JAMES NMI	0002	0010	4	09/27/98	10/01/98
HALL JAMES NMI	0002	0010	2	09/21/98	09/22/98
HARRIS LEONARDO	0002	0010	8	09/19/98	10/02/98
HIGGINS PATRICK BERNARD	0002	0010	1	09/27/98	09/27/98
HIGGINS PATRICK BERNARD	0002	0010	2	09/24/98	09/25/98
HOLSWORTH RICHARD	0002	0010	2	09/22/98	09/23/98
JAMES ROBERT	0002	0010	7	09/20/98	10/02/98
JOHNSON DAVID A	0002	0010	10	09/25/98	10/02/98
JONES HELEN MICHELLE	0002	0010	3	09/29/98	10/02/98
JONES HELEN MICHELLE	0002	0010	2	09/23/98	09/24/98
JONES HELEN MICHELLE	0002	0010	2	09/20/98	09/21/98
KARWANNY GEORGE	0002	0010	8	09/21/98	10/01/98
KYONO BRIAN	0002	0010	1	09/19/98	09/19/98
LERMA MELISSA MARIE	0002	0010	6	09/23/98	09/30/98
LERMA MELISSA MARIE	0002	0010	2	09/20/98	09/21/98
MCCOY MICHELLE DENISE	0002	0010	2	09/28/98	09/29/98
OLEARY DENNIS M	0002	0010	2	09/26/98	09/27/98
PANPANIN VINCENT	0002	0010	7	09/19/98	09/28/98
PAUL ALLAN Y	0002	0010	2	09/23/98	09/24/98
REYES CRISTEO A	0002	0010	2	09/28/98	09/29/98
ROBINSON RONALD	0002	0010	9	09/19/98	10/01/98
SCOLA MATTHEW J	0002	0010	2	09/25/98	09/26/98
SHINN JOHN E	0002	0010	2	09/29/98	09/30/98
SMITH KRISTA	0002	0010	2	09/26/98	09/27/98
TALMADGE MELINDA ANNETTE	0002	0010	1	10/02/98	10/02/98
TERRITO ROBERT	0002	0010	2	09/19/98	09/20/98
URQUIAGA PAUL	0002	0010	2	09/20/98	09/21/98
VERANT ROGER	0002	0010	8	09/21/98	10/01/98

3. CONSENT CALENDAR

H) Temporary Appointments (Continued)

WON JOHN	0002	0010	9	09/19/98	10/01/98
WOO ARNOLD P	0002	0010	9	09/19/98	10/01/98
WU ALLEN SUNNY	0002	0010	4	09/22/98	09/29/98
AHERN ROBERT	0002	0003	2	09/21/98	09/22/98
BORTMAS DARREN	0002	0003	5	09/29/98	10/02/98
FEWELL TIMOTHY	0002	0003	7	09/20/98	10/02/98
KELLER SCOTT	0002	0003	4	09/22/98	09/28/98
REYNAUD ALAN	0002	0003	9	09/20/98	10/02/98
SIGUENZA PABLO	0002	0003	10	09/19/98	10/02/98
CEREGHINO KENNETH	0022	0032	8	09/22/98	10/02/98
LI ERNEST	0022	0032	5	09/21/98	09/28/98
BRAIDA MICHAEL	0004	0022	5	09/22/98	10/02/98
CORDES THOMAS	0004	0022	4	09/29/98	10/02/98
GRAFF JOSEPH	0004	0022	8	09/22/98	10/02/98
SCHEMBRI PETER	0006	0022	7	09/21/98	10/02/98
ARD GERALD	0002	0004	8	09/21/98	10/02/98
ESTABEZ MICHAEL	0002	0004	8	09/21/98	10/02/98
GATES PRISCILLA	0002	0004	7	09/22/98	10/01/98
GUITRON BRUCE	0002	0004	8	09/21/98	10/02/98
HONG CLIFTON	0002	0004	6	09/21/98	09/30/98
PIOMBO JOHN	0002	0004	5	09/22/98	10/01/98
ZARI GERALD	0002	0004	7	09/22/98	10/01/98
DISABILITY PAY					
MORAN MICHAEL	0040	0050	14	09/19/98	10/02/98
ALBANO RUSSELL	0030	0040	6	09/27/98	10/02/98
RONAN JOHN	0030	0040	14	09/19/98	10/02/98
BERTOLLO WALTER	0002	0020	12	09/21/98	10/02/98
HILL STEVEN	0002	0020	14	09/19/98	10/02/98
REY BRAD LAWRENCE	0002	0020	14	09/19/98	10/02/98
WONG BARRY	0002	0020	14	09/19/98	10/02/98
WORKERS COMPENSATION					
CERCOS JOHN	0030	0040	14	09/19/98	10/02/98

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted ten letters commending members of the Department for response to requests for assistance or emergencies, or training.

President Fernandez-Pifer directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

Department of Health & Human Services
Public Health Service
Health Services Administration
PHS Indian Hospital
Crow Agency, Montana 59022

October 12, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

I appreciated the opportunity to ride with your paramedics at Station 3 on the evening of September 14, 1998. Lieutenant Rod Izquierdo was very helpful in securing a ride-along slot with short notification. Paramedics Perry Lee and Bernard Maguire were very helpful in explaining the EMS system in San Francisco and provided professional prehospital care.

Again, thank you for the opportunity to do a ride-along and thanks to your staff.

Sincerely,

/s/ JAMES D. UPCHURCH, M.D.
IHS EMS Consultant

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

American Red Cross
Bay Area Chapter
85 Second Street, 7th Floor
San Francisco, California 94105

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

October 17, 1998

Dear Chief Demmons:

Once again I begin by thanking the San Francisco Fire Department for the assistance you have given us. Firefighter Dwayne Newton did an excellent job at the Bank of America Health Fair. He received rave reviews from the attendees and the organizers. We appreciate Firefighter Fernando Juarez' selection of Firefighter Newton. On another matter, in Battalion Chief Robert Serrano's absence this upcoming week, I am once again requesting the help of Firefighter Juarez.

As you know we are celebrating 100 years of "keeping families safe in the Bay Area." Hopefully, you received our invitation to our 100th Anniversary "Celebration of Heroes" Birthday Party, Wednesday, October 21, 1998, at the Hilton Hotel, Continental Ballroom IV, Building III, 5:00 p.m. to 8:00 p.m. It is a free event.

To kickoff our ceremony, we will have a parade of volunteers promptly at 6:00 p.m. The parade will not only be Red Cross volunteers, but those who have helped us serve the people of the Bay Area. That includes the San Francisco Fire Department. I am requesting that Firefighter Juarez ask five or as many firefighters as available to be a part of the parade. You and Captain Juarez are welcome to be in that number. We will gather at 5:30 p.m. in the room next to the reception to line up. It would be great if the firefighters could wear their various uniforms. Other than Red Cross volunteers, members of N.E.R.T. (Neighborhood Emergency Response Team) and the police department have agreed to take part. At 5:55 p.m. we will be prepared to begin the ceremony by following the Color Guard.

I don't think Bob had an opportunity to mention the "Parade of Volunteers" march. He found out just prior to his leave. Any assistance Firefighter Juarez can give will be appreciated. We certainly would like you both to attend, even if you cannot participate in the march. I can be reached at 415 427-8115. Thank you!

Sincerely,

/s/ JACKIE WRIGHT
Executive Officer

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

Dear Chief Demmons:

October 20, 1998

On behalf of my mother and brothers I want to thank you for all you did to make my dad's funeral so very special. Your presence meant so much to us. I also want to thank Deputy Chief Harold Gamble and Assistant Chief James Cavellini for their presence as well. My dad loved serving as Fire Commissioner, and it was a very important time in his life. Having a full honor guard along with the fire engine was a true tribute to a very special person. It would have meant so much to him.

Again, thank you so much.

Sincerely,

/s/ JUDY THAM HURLEY
416 Gellert Drive
San Francisco, CA 94132

* * * * *

Little Star Preschool "Too"
1105 Quintara Street
San Francisco, California 94116

October 16, 1998

Dear Chief Demmons:

The children, staff and parents at Little Star Preschool "Too" would like to thank you for helping us coordinate the firefighters and engine visit. With the assistance of Firefighters Fernando Juarez and Jeffrey Wong, and Lieutenant Robert Kim and crew, the children learned all about fire safety and had the exciting experience of seeing an engine up close. As you might know, children are very impressionable at this age and having actual firefighters and engine here were amazing to them.

Again, thank you for allowing all of the above firefighters to take time off to help make our fire safety unit a memorable and learning experience.

Sincerely,

/s/ SHARON MOY
Program Director

* * * * *

Note: The following six additional
typed letters of commendation are
included as part of Item 4.A)



October 9, 1998

Chief Demmons
260 Golden Gate Ave. Rm. 225
San Francisco, CA 94102

Dear Chief Demmons,

Thank you for sending Inspector Kaan Chin to Mother Goose School to do a fire prevention and safety presentation. His props were appropriate and he gave the children useful information.

Young children, especially those ages 2-5 who are not yet able to readily visualize what is being said, require a highly simplified and rehearsed presentation including visual aids such as a real fire truck and crew in uniform in order to benefit from the information. They are not able to formulate questions, and rely heavily on prepared material.

Officer Chin's presentation was very appropriate for school age children ages 7 and up.

Thank you for taking the time to help Mother Goose be a safer and better informed school.

Sincerely,

A handwritten signature in cursive script that reads "Charles Dennes". The signature is fluid and elegant, with a large initial "C" and a stylized "D".

Charles Dennes
Program Director

October 16, 1998

Fire Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Chief Demmons:

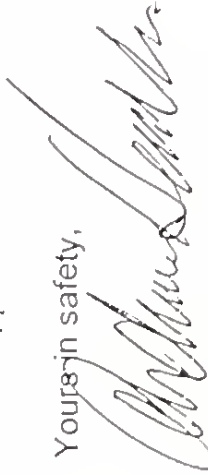
I wanted to thank you for the opportunity to ride along with your Station #3 on the evening of October 14th. Lt. Izquierdo arranged things very well, and this made my visit worth while.

Being on a volunteer fire department is a challenge, in keeping up with information and techniques. Riding with your Truck 3 affords me the opportunity to discuss procedures and tactics, and look at tools and equipment. The comments and conversations on firefighting were very educational.

I would also like to thank all of the personnel at Station #3. They made me feel welcome, and their hospitality made the visit more enjoyable. They are very professional, and impressive at work, and I did learn from the way in which they handled various situations.

Again, thank you very much for the opportunity to ride along with the San Francisco Fire Department. I realize that this takes work on the part of your staff, but the results and information for a visiting firefighter are invaluable. If there is anything that I can do in return, please do not hesitate to ask.

Yours in safety,

A handwritten signature in dark ink, appearing to read "Andrew Hemken". The signature is fluid and cursive, with a long horizontal stroke extending to the left.

Andrew Hemken, CSP

Firefighter II

Big Bend Vernon Volunteer Fire Department

W229 S7120 Guthrie School Road
Big Bend, WI 53103
414-662-5664 414-662-2843



CITY OF TUCSON
FIRE DEPARTMENT

The Sunshine City

FRED L. SHIPMAN
FIRE CHIEF
P.O. Box 27210
Tucson, Arizona 85726-7210
(520) 791-4512
FAX: (520) 791-3231

October 12, 1998

Robert Demmons
Chief
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons,

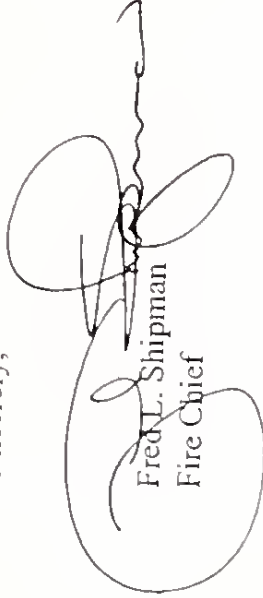
The Tucson Fire Department recently completed its Battalion Chief Promotional Exam. The test was a full scale assessment center that took place over a 5 day period.

I write this letter to thank you for authorizing Assistant Chief Bernie F. Lee to come to Tucson and assist us with this assessment center. Assistant Chief Lee's knowledge, professionalism, attention to detail and sense of fairness, while performing the evaluation process, gives me every confidence that each promotional candidate's performance was evaluated accurately and fairly.

Once again, I thank you for allowing us to use one of your employees. Assistant Chief Lee performed a valuable service for us.

Should you need assistance in a similar endeavor in the future, I offer the services of myself or my staff.

Sincerely,


Fred L. Shipman
Fire Chief

Office of Environmental
Health & Safety
50 Medical Center Way
San Francisco, CA 94143
415/476-1300



University of California, San Francisco . . . A Health Sciences Campus

October 22, 1998

Chief Robert Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Chief Demmons:

On October 21, 1998 Lieutenant Alex Balmy and Firefighters James Carlin and Robert Vigil from Station 7, visited the UCSF Child Care Center located at our Mission Center Building, 1855 Folsom Street.

They instructed the children and staff in fire safety and after the class gave them a tour of the engine and truck. Everyone learned from the visit and enjoyed it as well.

We would like to thank them for their time and also Chief Bill Miles for arranging the visit.

Sincerely,

A handwritten signature in black ink, appearing to read "Katie Shypertt".

Katie Shypertt, Campus Fire Marshal
UCSF/EH&S
50 Medical Center Way
San Francisco, CA 94143-0942

CALIFORNIA WINE CLASSIC

Crohn's & Colitis Foundation
of America, Inc.

October 22, 1998

Chief Robert Demmons
San Francisco Fire Department
260 Golden Gate Ave., Rm 225
San Francisco CA 94102

Dear Chief Demmons:

The Greater Bay Area Chapter of CCFA thanks the San Francisco Fire Department for providing a First Aid facility at our October 4, 1998 California Wine Classic at the Palace of Fine Arts. Attendance and income from this year's event exceeded expectations!

It offers our staff and attendees peace of mind to have skilled personnel available for minor medical needs. You, Lt. Juarez and SFFD personnel Lynette Thompson and Macheal Thomas helped greatly to support an important program, which benefits basic and biomedical research, public and professional education and supportive services for patients and their families.

Thank you for your generosity.

Sincerely,



Phyllis Rizzi
Wine Classic Coordinator



Susan L. Stone
Executive Director

Tax I.D. #13-6193105

Greater Bay Area Chapter: 1730 S. Amphlett Blvd., Ste. 230, San Mateo, CA 94402
Tel (650) 578-6590 (800) 241-0758 FAX (650) 578-6599

Serving people with Crohn's disease and ulcerative colitis



United States Department of the Interior

NATIONAL PARK SERVICE

GOLDEN GATE NATIONAL RECREATION AREA
FORT MASON, SAN FRANCISCO, CALIFORNIA 94123

IN REPLY REFER TO:

A3815 (GOGA-VRPSD)

OCT 13 1998

Mr. Robert Demmons
Chief of Department
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

We would like to take this opportunity to express our appreciation for the outstanding contributions of Captain Russ Albano in conducting interagency water rescue training sessions for National Park Service rangers and San Francisco firefighters. Russ' professionalism and dedication to the San Francisco Fire Department Water Rescue Response Team has had a direct impact on the excellent quality and number of joint water rescue drills conducted by firefighters and rangers. From all reports, Russ' knowledge of water rescue techniques is outstanding and it is obvious why your Water Rescue Response Team has earned an excellent reputation. Since January, 1998 Russ has coordinated 11 water rescue drills between our two organizations.

Captain Albano always welcomes new rangers into the intensive 20 hour water rescue class he conducts for firefighters assigned to fire stations near the ocean. He also coordinates regular water rescue drills at Ocean Beach and China Beach. These joint training exercises between rangers and firefighters promote smooth rescue response when actual emergencies occur. Thanks to Russ' enthusiasm and leadership there is a genuine spirit of cooperation and teamwork between rangers and San Francisco firefighters.

In addition, Captain Albano is a critical link between our two organizations and the United States Coast Guard. As you know, the often severe ocean conditions in San Francisco warrant a strong

mutual response from all three organizations. Russ has set up several water rescue drills involving the National Park Service, U.S. Coast Guard, and your department. Russ' skill in promoting close interagency working relationships has directly improved coordinated water rescue response in San Francisco.

Please accept our appreciation for all the assistance the San Francisco Fire Department has provided to the National Park Service, and extend our thanks to Captain Albano for his fine work. You may take pride in the manner he represents the San Francisco Fire Department.

Sincerely,



Brian O'Neill
General Superintendent

4. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department

Submitted monthly report from Chief of Department on status of the Department Personnel, Apparatus and Equipment for October, 1998.

- a. There are 19 unfilled positions in the uniformed forces.
- b. The daily average of uniformed personnel on authorized leave was as follows:

	<u>September</u>	<u>October</u>
Vacation : Annual	23.77	21.68
IDV	8.63	7.32
Compensatory Time	4.23	4.10
Sick Leave	19.77	21.77
Disability	18.83	19.32
Military Leave	.03	.10
Light Duty	5.67	6.13
Other	<u>3.67</u>	<u>2.52</u>
Total	87.40	85.23

- c. The following Work on Days Off (Overtime) were awarded during the month of October:

3 - H50 Assistant Chiefs, for 24 hours
7 - H40 Battalion Chiefs, for 24 hours
14 - H30 Captains , for 24 hours
44 - H20 Lieutenants , for 24 hours
16 - H10 Chief's Aides , for 24 hours
224 - H2 Firefighters , for 24 hours

4. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department (Continued)

d. i) The following apparatus went to Central Shops for repairs and/or maintenance:

115 - Triple Combination Pumpers
50 - Aerial Ladder Trucks
18 - Miscellaneous Vehicles

ii) The following apparatus were out of service and under repair at Central Shops:

5 - Triple Combination Pumpers
1 - Aerial Ladder Trucks
0 - Miscellaneous Vehicles

iii) The following apparatus were out of service and stored in stations awaiting assignment to Central Shops for repair:

0 - Triple Combination Pumpers
2 - Aerial Ladder Trucks
0 - Miscellaneous Vehicles

iv) The following apparatus were available for relief purposes:

4 - Triple Combination Pumpers
2 - Aerial Ladder Trucks
0 - Aerial as city service trucks (no aerial)

v) All in-service pumps or relief pumps were able to draft.

Respectfully submitted,

/s/ ROBERT L. DEMMONS
Chief of Department

Vice President Roff moved and Commissioner Nakajo seconded.
There were no questions or discussion and the monthly report of Chief of Department was approved.

4. REGULAR CALENDAR - UNFINISHED BUSINESS

C) Cadet Program

Report from Chief Demmons on status of the Cadet Program.

Chief Demmons requested that this issue be continued. He received a request from Local 798 for a presentation before either their Executive Board or their membership and he would like to complete that before there is public discussion.

Vice President Roff moved to amend the calendar, seconded by Commissioner Nakajo, to continue the item to another date.

Secretary Connors advised the Commission that the Cadet Program will be ready for discussion on Thursday, November 19, 1998, at 6:00 p.m. He further advised the Commission that this Special Meeting will be held in lieu of the second Thursday of the month Regular Meeting, which falls on Thanksgiving.

President Fernandez-Pifer so directed, and the item was continued until Thursday, November 19, at 6:00 p.m.

D) Public Comment

James Ahern, President, Local 798, read the following statement.

President Fernandez-Pifer, Members of the Commission:

I speak before you this evening to complain to you about the administration's repeated failure to negotiate in good faith with our Union, IAFF Local 798, over action which affect wages, hours, and other terms and conditions of employment.

This administration has said in response to Local 798's previous complaints that it recognizes it has this obligation and that it must comply with this obligation. However, Local 798 must continue to file grievances and initiate litigation over the administration's failure to negotiate with Local 798 over matters that are clearly within the scope of collective bargaining.

I thought the administration understood that Local 798 is an entity that must be consulted before decisions are made which affect our members.

It did not happen.

About a month ago the administration was told an emergency had arisen because the number of emergency medical calls had increased to the point that the fire department did not have enough ambulances in service to handle all the claims.

It did not.

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

Instead, the administration developed a plan on its own, without consulting Local 798, to require the members of the 95th Academy Class, who just finished their probationary periods, to take advanced emergency medical technician (EMT) training. These firefighters will then be assigned to ambulance duty for about one-half of their shifts each month.

The following information is presented on behalf of the 95th Class:

"The new firefighters have only been EMTs for one year and do not have the experience as EMTs or as drivers that other firefighters might have. This is a new program in which EMTs will be responsible for BLS (Basic Life Support) calls, driving the ambulance and running for medical calls on their own with minimal supervision. Use of the 95th Class does not seem suited to this high level of responsibility and medical skills necessary to make this new program a success.

"There are many EMTs in the field who have solid skills and should be offered the opportunity to work on the ambulances (both those firefighters who signed up for the BLS training already, who may have been trained or are waiting to be, and those who have developed interest in it since it was offered in August).

"The BLS ambulance system is a great way to utilize firefighters skills and share the workload. It is also an excellent way of further exposing firefighters to more advanced EMS calls and sparking more interest in becoming medics, forcing one entire class of firefighters to do the BLS work without giving all firefighters an opportunity to volunteer to join BLS and contribute has the opposite effect as it may foster resentment towards EMS instead."

And then finally a sentence that says it all: "It would be wonderful if the administration would let the firefighters know what is needed from them to improve EMS delivery."

No other members of the Department are being required to take this advanced emergency medical training.

No other firefighters are being forced into ambulance duty for one-half of their shifts each month.

All other firefighters only work ambulance duty on a voluntary basis, and in some cases, on overtime.

The administration did not inform Local 798 of this emergency, or of the plan it had developed to cope with the emergency, until this Monday, November 9, the day of a meet and confer session, almost a month after the Department was first advised of the emergency.

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

Local 798's membership is outraged that the administration did not consult with the Union before making this drastic change in work assignments for the 95th Academy Class.

The membership will no longer tolerate being treated this way by the administration.

As President of Local 798, I intend to respect the wishes of the membership to continue to take this administration to task with regard to its repeated failure to comply with its collective bargaining obligations.

Local 798 also plans to file a grievance as a result of the administration's transfer of positions from the H50 Assistant Chief classification to the H51 Assistant Deputy Chief II classification.

I appreciate the efforts the Commission has made to avoid this kind of confrontation, and I know you share my regret over the fact that those efforts have not produced the results we all were hoping for.

Mr. Ahern went on to comment that there will be many areas the Union will be exploring in the future - Cadet Program, Officer Candidate Program, and a host of other issues. The main point of his presentation is that when there is an opportunity for Local 798 to be a participant in the system it is far better to have them involved at an early stage than a fait accompli where nothing can be done. That is the sentiment he brings to the Commission, that he shares with the Chief, as expressed at today's monthly membership meeting.

Chief Demmons said that this administration takes public safety foremost. That is what we are here for. We received a letter from Dr. Isaacs a little over a week ago stating that public safety was in jeopardy unless we got relief for the paramedics that were making numerous calls over what their baseline response should be. In the past, we have had entire classes trained as Chief's Aides. It is not something new that has happened. There was a meeting with EMS people, all our Suppression Chiefs to deal with what we felt was a medical crisis. As a result of that all day meeting a decision was made to have the 95th probationary class take this additional training, which is nothing new to the Department. He didn't think additional training and job responsibilities was a meet and confer issue. There has been mandatory training all along. This is not taking them outside their area of responsibility. This decision was made on a lot of factors, one of which was that the EMS people felt that this class had received more EMT training than any other class. Also, we looked at whether we wanted to go the volunteer route. In the best interests of the citizens the decision was made to train this class. He doesn't agree with the Union that it is a meet and confer issue. This administration tries to inform Mr. Ahern about things that even are not meet and confer issues, so that he and his membership are aware of issues. The number one objective is to make sure that the public is safe. When

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

we receive a letter stating public safety may be jeopardized because of individuals being overworked, then we have to take appropriate action. He doesn't believe that training is a meet and confer issue. If that is the case then a decision will be made by a court. He knows of no training - particularly in the line of duty - to provide advanced EMT training that is taking people out of their job responsibilities to serve the public. We had a critical situation and we needed to move on this. According to the Medical Director, we expect our calls to increase during the coming Holiday season. We have a tremendous shortage of people ... we don't know if it is due to being overworked. Their sick leave is up. We respect the Union's right to meet and confer on the issues that we feel are meet and confer. But, public safety always must come first, and that is what we did. Phone calls were made to the members of the 95th class. The report he got back was that the overwhelming majority looked forward to the training, and were very happy for the opportunity. Close to 85 percent said they were very enthusiastic about receiving the training. He didn't know what number Mr. Ahern was referring to in his statement.

Mr. Ahern commented that there was a letter written by Dr. Marshal Isaacs dated October 21st wherein he states that is his belief that the system volume represents a threat to public safety. On a November 9th letter from Deputy Chief Harold Gamble to me a statement was made that the Department considers that this is to be an operational emergency. What we are saying is when notification is made available of some kind of threat to public safety, such as October 20th or October 21st, let the Union know what is happening so that we can pool our resources together. Obviously, if the Chief calls a candidate in the 95th class and informs that person that he/she is going on this assignment he doesn't know how much leeway the person just getting off probation has to state his/her true feeling about going into a mandatory new program. What we tried to convey was that getting volunteers or having other alternatives may assist the Department. This was another example of something that was done and there was nothing this Union could do. This is the concern we bring to the Commission.

President Fernandez-Pifer said she was confused. That she heard the Chief talk about certain people in training being assigned additional training, whereas you (Mr. Ahern) seem to be talking about assignments in the field. Are you saying that these particular people in the class were assigned to the field.

Mr. Ahern said that after the 95th class completed their one year probation, or very shortly thereafter, they were informed they would be going into BLS training, in a cycle. So many days, 8 hours per day, to receive advanced training. They would alternate between a BLS ambulance and/or Engine/Truck. They would have added responsibilities as we heard from some of the comments of the 95th class (reference in his opening statement). There would be some additional training and experience, and this would occur for the first time for a group of firefighters, starting with the 95th class, and they were just recently notified of this.

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

President Fernandez-Pifer said she was still confused about training and actually having their job duties changed. She heard Mr. Ahern say that certain job responsibilities and duties were changed.

Mr. Ahern said that the job and duties responsibility change is the assignment to the BLS ambulance. That is the change - mandatory assignment. Had the new firefighters had this explained to them at the academy or during their probation it would have been something that they could have anticipated. The way it was handled was that there was no discussion. The scope of employment and duties and responsibilities, and the BLS responsibilities, and riding an ambulance, and having additional responsibilities other than being a firefighter with an officer on an Engine or Truck Company ... Some of these firefighters from the 95th class will be assigned to ambulances and making some critical decisions on BLS ambulances. They are saying that maybe it is premature for us to be doing that. Maybe there are other firefighters in the field that could step forward on a voluntary basis and complete the task.

President Fernandez-Pifer said she couldn't imagine someone in training though being put in a position of making a critical decision.

Vice President Roff said that these firefighters are not trainees, are they?

President Fernandez-Pifer said she understood they were not trainees (they have completed their probation) but that they are receiving training.

Mr. Ahern said they are performing BLS ambulance work. They are responsible for that; it is not additional training. They are on the job, riding an ambulance.

President Fernandez-Pifer commented that he was suggesting that they were not supervised. Mr. Ahern said he was suggesting that the applicants under consideration do not feel comfortable with that assignment.

President Fernandez-Pifer asked who were the individuals that didn't feel comfortable.

Mr. Ahern said that some individuals received a notification whether it was November 5th or a couple of days afterwards, that they would be starting a new process around November 16th and November 30th. There were going to be two sets of classes. The sentiment that has been expressed ... President Fernandez-Pifer asked if the sentiment was expressed by all members of the class. Mr. Ahern said not every member but a good number attended the membership meeting, 15 or 20, today ... Commissioner, the point is that isn't it appropriate to work together and work at solutions. This affects employee morale. If you have individuals complaining about the process that could have been worked out, instead of the last minute, that's all we are asking for.

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

President Fernandez-Pifer said she agreed with that, but then you raised a more technical question about a violation of meet and confer. She was trying to get it straight in her mind where that violation is.

Mr. Ahern said we would argue that with the change in the scope of employment, that would be the technicality, that the Union would sit across the table from the City.

President Fernandez-Pifer said it goes back to her question: Do we have a change in scope of employment, or do we have additional training being imposed? That is what is not clear in her mind.

Deputy Chief Gamble said he would like to put Mr. Ahern's comments in context. First of all he (Mr. Ahern) said some of the members of the 95th class don't feel comfortable accepting this assignment, implying that we would send them out there without the appropriate training to serve in a BLS ambulance. We are very serious about the training we give our medical people, and to all of our people. As you know we are regulated by the Emergency Medical Services Agency of the City and County in delivering that service. Yes, this 95th class was selected near the end of their one year probationary period for eight days of didactic training, on a day schedule. The letters went out just before they completed their probation, and they all received telephone calls prior to the letter. Apparently, the response to the telephone calls was very positive. He was at the meet and confer session with Mr. Ahern on Monday of this week where we discussed the proposal, and a representative from the 95th class was present with a number of questions about the program, many of which were already written in an outline response. He understood that the representative went away from the meeting very, very pleased about the program, all the questions were answered and she developed a very good comfort level with what we proposed to do.

He wanted to discuss the question of whether we are changing the scope of their job. He contends that when Local 798 negotiated with the Department for an eight percent premium, in an amendment for the firefighters' contract, for serving on BLS ambulances, they essentially approved at that time that this could happen, or at least recognized that it could happen. As to the tone of the recent meet and confer session, he left the meeting feeling very positive from the comments of the Union's executive board; that they were accepting of what we proposed to do. He was a little bit disturbed to hear this evening comments about legal action. He noted that the Union never complained last year when the Department made an unilateral decision to train members of the Rescue Squads in Hazardous Materials. Some training was done on duty and it requires about 280 hours. All the members completed it and they now have larger area of responsibility ... The Union didn't say we weren't working with them in that particular case. Mr. Ahern mentioned several times that the Department could ask for volunteers. As soon as the BLS tier was conceived we sent a teletype asking for a few volunteers. We got some volunteers who have been trained in BLS. But it is not a large enough pool to

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

operate. Today, another teletype went out asking for more volunteers, because we recognize that even a larger pool beyond the 95th class will be required to serve in this capacity ... We are considering making it a function of every class as they complete their year's probation; that they would take this additional training. Could we have given a little more head's up to the Union? Possibly, but this was an operational emergency that came on very fast. The call volume for ambulances has increased steadily to a point where it cannot be handled by the ALS (Advanced Life Support) ambulance units - the paramedics, H1 and 2532s. We came up with the concept of the BLS tier staffed by firefighter EMTs, with a little bit of additional EMS training. This is very common in the 24 hour fire service that have EMS components. It is not something we invented. He stated that he thought he covered all of Mr. Ahern's comments that he wished to clarify or take exception to. These firefighters will be serving about half of their time on ambulances, once they are adequately trained. Fifty percent of the time on an ambulance unit and fifty percent on an Engine and/or Truck. We perceive this to happen for the next six to eight months before more people are added to the pool, in which case their commitment to the ambulances would be lessened because of the larger pool.

Chief Demmons commented that earlier he mentioned the crisis that we were faced with. We also received a letter from the President of Local 790 - Paramedics - again stating that public safety would be jeopardized with the workload that the paramedics were experiencing. He had to do something. He called in all the on duty suppression chiefs, in service training captain, Director of Training, two deputy chiefs, EMS Section Chiefs, Dr. Isaacs, and budget analyst because we had to figure out a way not to continue to use up a lot of overtime. After this very productive meeting he left the meeting and called Mr. Ahern to inform him of what was going on. This was last Thursday. So, it is not like we are blind siding him. The first thing on my agenda was to make sure he was called. He also asked Deputy Chief Gamble to call Mr. Ahern. We discussed volunteers and other options. Choosing the 95th class was not an arbitrary decision ... Providing medical service clearly is within the scope of their duties. Since 1987, all probationary firefighters receive EMT at the Division of Training. Probationary firefighters with EMT skills were then assigned to Engines and Trucks, where other firefighters and officers didn't have their EMT skills, and the new firefighters were responsible for medical services. Now EMS is supervised by EMS Captains and Section Chiefs. The 95th class had already received some of the extra training. Time was also one of the most critical factors.

Deputy City Attorney Cooper said we don't need an exception in this case. The people in the 95th class are already EMTs, they already provide these services. The fact that they are uncomfortable doing a particular job is not negotiable with the Union. In this case we had an emergency declared. One of the reasons the Department has a command structure is so that somebody can take command and tell people to do something. We have people out there whose job description is to provide emergency services. They are not entitled to a particular piece of

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

equipment. The contract was amended earlier this year as follows: "In addition in the event that EMTs are assigned to an ambulance those EMTs shall receive an eight percent assignment pay." That is a premium that the members of the 95th class will receive. Theoretically, the Chief could have assigned them to a car and a radio to provide these services, but they are going on an ambulance. The thing that makes the emergency different is that the Department chose not to rely on volunteers. They decided to assign people to specific slots. This was not a meet and confer issue, and we are prepared to defend if they file an action.

Mr. Ahern said that in terms of the supervision, the firefighter EMTs assigned to a BLS ambulance will not have supervision when they are riding the rigs, because they are both firefighters and EMTs. That was the point of concern in terms of supervision, versus something like an Engine Company where you have an officer and three firefighters. The basic point is that there are many things that are going to happen in terms of emergency medical services, operations day-to-day, and the suggestion tonight is let the Union know what's happening, and let the Union offer some advice and some alternatives before the threat occurs.

Vice President Roff commented that clearly these persons being assigned have completed their probation and have received additional training as EMTs. They will be able to respond to medical emergencies in a professional manner and protect the public. What concerns him, and maybe this is a platitude he heard over the years in government, is this division between obligatory meet and confer and simply keeping all interested parties informed. The telephone calls made by the Chief were essential in keeping the Union informed. All members of the Department and this Commission have a common interest to making this the best Department possible. While, more often than not management and labor relations are rocky, still there seems to be in this Department a sufficient common ground that persons can work together. While there may be differences, hopefully, there will not be misunderstandings. He encourages all parties to communicate as openly and freely and directly as possible. In this situation there was an emergency that was building for some time, became an increasing imperative, and as he understands it, it was addressed in a responsible and professional manner. He wants as smooth as possible working relationship between the administration and Local 798. He respects all parties involved. He has known Mr. Ahern for some time and he is a conscientious representative of his Union and one of the stronger voices in labor in this City. He has utmost respect for the Chief, and Deputy Chiefs Gamble and White, and the other senior officers in this Department. Wherever possible, we should strive not to have meet and confer as a barrier to further conversation but simply as an encouragement to discuss these matters freely and openly.

Chief Demmons said that not only did he immediately call Mr. Ahern but instructed Deputy Chief Gamble to call representatives of both unions to let them know exactly what was going on. He values that relationship. As he advised Mr. Ahern several months ago there are certain issues that are management's prerogative, and plans to exercise that right. Even in those cases he informs Mr. Ahern.

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

Mr. Ahern said he appreciates the heads up call but if the heads up call would have occurred around October 21st, or even before, of the development of a possible threat to public safety that's when it would have been more informative, most useful and of more assistance to the members of Local 798.

Vice President Roff made one further observation of Mr. Ahern's earlier statement about maybe resorting to grievances and legal action. He hopes that this isn't simply becoming a confrontational situation.

Mr. Ahern responded by saying that he was expressing the sentiment of the membership of Local 798. The members expressed during today's monthly membership meeting that they are frustrated and disappointed in the way this administration is treating the concerns of individuals and he stands before the Commission tonight conveying the message. In reference to litigation or grievances, this Union must respond to the way it is being treated, and we will do so accordingly. Our mission statement, goals, and constitution and bylaws is for the efficiency of the San Francisco Fire Department, for the good name of the San Francisco Fire Department, and for the health and safety of its members. That is what we have always striven for over the years. The key concern as expressed today is there is serious doubt that there is goodwill from the administration on a number of issues that should be discussed either informally or formally. But listening to the members with their solid advice, articulateness, and skillful and personal experiences in the field, whether it is EMS or firefighting ...

President Fernandez-Pifer said that in listening to this there might have been some miscommunication or misunderstanding. It appears that management was under the impression that the proposed training was in fact good training. Someone from the 95th class was present at the meeting and indicated to management that there were no problems. She could well imagine that maybe they didn't feel they needed to indicate to management that they were uncomfortable with the training as proposed. At some point they articulated it to Mr. Ahern at today's union meeting. She asked what was the date of the letter.

Mr. Ahern said the date of the letter from Dr. Isaacs was ... President Fernandez-Pifer said she meant the date of the letter from the 95th class members. Mr. Ahern said that letter was dated November 9th. That is when we had our meet and confer. The heads up call must have come in around Friday, November 6th. But everything was done, completed. He'd appreciate heads up call that gives one the opportunity to have some information to share. That's what would be helpful to this Union.

President Fernandez-Pifer said what she was trying to say to Mr. Ahern was that there seemed to be a mixed message coming from that class. There were certain individuals from that class indicating to management that all is well, and another group of individuals telling you on November 9th and possibly today that they were not satisfied. Perhaps this miscommunication can be cleared up rather

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

than in a litigious manner. That to convey to management that not everybody in the class was satisfied, and that you have heard from certain people who have voiced their concerns. It seemed to her that management didn't hear that concern. She was pretty sure that if management heard that concern it would have acted upon it in a responsible and professional way.

Mr. Ahern said the issue was conveyed and the concern was expressed during that meet and confer. The individual that was referred to responded and asked questions. It was a different type of situation. The program had already been presented. The objections and concerns were raised.

President Fernandez-Pifer said but from a group of individuals not directly to the Chief, through you, and they have heard management ... from other individuals that all was well. There seems to be a mixed message coming from the class. She was hoping that in those kind of cases where there are mixed messages, that management and the Union sit down and try to clarify what exactly are the issues and concerns being voiced, and whether or not there is a consensus, and if there is how can we resolve the matter in a non-litigious manner.

Mr. Ahern said in Local 798 there is a consensus.

President Fernandez-Pifer said she understood that but she is talking about something a little more specific, and that is the consensus of that particular class raising the issue was not one that came to the attention of management but it came to you. They (management) heard something differently and acted upon that in a reasonable way, in that all is well and they could move forward ... Now knowing that there are mixed messages perhaps this issue could be resolved in a non-litigious manner.

Chief Demmons said he had two comments. The morning of that meeting he had no idea what the decision was going to be. We met all day long, and discussed all the different options. He was instructed in that meeting that if we were going to train people we had to start by November 16th, otherwise we would have a crisis situation in a few weeks where they expect the calls to go up through the ceiling over the holidays. A decision was made at that meeting. The people in that meeting though obviously not representatives of Local 798, were in large part members of Local 798 - the Assistant Chiefs and the rest. We had a discussion. When the final decision was made he took steps to inform Mr. Ahern. That is showing some consideration. Before that meeting he didn't know what decision would be made. He talked about volunteers to the group. We had a very productive meeting. He couldn't let Mr. Ahern know beforehand because he didn't know what the decision would be ... tape turned. We were going to have a serious problem. We had a lot of other issues with the Communications Center. We just got a letter of approval from Dr. Brown to implement the BLS. A lot of things were happening. The second comment he wanted to make was that he knows for a fact that from the years he has been in this Department that there has been no

4. REGULAR CALENDAR - NEW BUSINESS

D) Public Comment (Continued)

administration that has been as inclusive as this administration; encouraging every member of this Department to be involved in Committees, to be in the process from everything from strategic planning to, you name it; to try to give the members of this Department an opportunity to be heard, and to have a voice. He resents the implication that this administration is acting without informing people or allowing them input to what's going on in their Department. We've reached out in every way that he can think of from the first month where we had people come forward with their problems. We answered the problem in the second Strategic Plan. We continue to instruct all the Chairs of the Committees that they are to allow anyone to be involved in Committees as long as they contribute. When he makes a general statement about the frustration on part of individuals, these decisions, again, come from recommendations from members of this Department. He tries to include people in the process. We have set up task forces, we do everything we can. We were able to avoid hiring a management consultant to develop a work plan that was because of the inclusiveness of the members of this Department. They did it. The Cadet Program and Officer Candidate Program are another examples of what this administration has tried to do. We have also included members from the community in the Review Board ... He resents the implication that this administration makes a lot of unilateral decisions without regard for the members of this Department.

5. Public Comment on all matters pertaining to Closed Session.

There was no member of the public who asked to speak about the Closed Session.

6. Vote on whether to hold Closed Session to confer with legal counsel (San Francisco Administration Code Section 67.11(a)).

Commissioner Roeca moved, seconded by Vice President Roff, that the Fire Commission convene in Closed Session to confer with legal counsel. The motion was approved 4-0.

7. Closed Session

The Fire Commission met in Closed Session with the City Attorney pursuant to the State of California Government Code, Section 54956.9. Pending Litigation (a), and San Francisco Administrative Code Section 67.11, to discuss the matter of the USA vs. CCSF, et al. (USDC No. C 84-7089 MHP).

The Fire Commission met in Closed Session from 7:25 p.m. to 8:13 p.m.

8. Reconvene in Open Session

- i) Possible report on action taken in Closed Session, pursuant to Government Code Sections 54957.1(a)(2) and San Francisco Administrative Code Section 67.14(b)(2).

Secretary Connors indicated that he had been instructed by counsel that there was action for the Fire Commission to take, pursuant to Administrative Code Section 67.14(b)(2).

- ii) Vote to elect whether to disclose any or all Closed Session discussions, pursuant to San Francisco Administrative Code Section 67.14(a).

Commissioner Roeca moved, seconded by Vice President Roff, to disclose the Memorandum of Understanding regarding Termination of Stipulated Order after approval by Plaintiff Intervenor.

There were no further questions or discussion and the motion was approved 4-0.

9. Adjournment

The meeting was adjourned at 8:15 p.m.

There being no further business to come before the Commission, the meeting was adjourned at 8:15 p.m.

Raymond G. Connors
Secretary

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JOURNAL OF PROCEEDINGS

(MINUTES)

FIRE COMMISSION

Special Meeting - Thursday - November 12, 1998 - 6:00 p.m.

698 Second Street - Room 102

ITEM
NO.

1. On Roll Call, the following were noted present:
President Rosemarie Fernandez-Pifer
Vice President Hadley R. Roff
Commissioner Russell S. Roeca

Commissioner Stephen A. Nakajo was excused for business reasons, and
Commissioner Ted N. Soulis was excused for vacation.

Robert L. Demmons - Chief of Department
Harold E. Gamble - Deputy Chief - Operations
Patrick W. White - Deputy Chief - Administration

Assistant Deputy Chiefs - Staff:

Lorrie A. Kalos - Management Services

Chief Officers - Firefighting Services:

Daniel E. Barden - Division 1
James R. Cavellini - Division 2
David A. Frisella - Division 3 (Acting)
Richard C. Shortall - Emergency Medical Services

2. Minutes of the Regular Meeting of November 12, 1998, were not ready for approval.

1957-58

1958-59

1959-60

1960-61

1961-62

1962-63

1963-64

1964-65

1965-66

1966-67

1967-68

1968-69

1969-70

1970-71

1971-72

1972-73

1973-74

1974-75

3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "B") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission.

A) Accidents

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

	Accident ____No.____	Date	Serial ____No.____	Category	Recommendation
Engine 10	98-9-073	10-03-98	587	A	File
Off: Lt. King Strong;	Drv: FF John Duensing				
Cause: Misjudged clearance - Eng 10, while positioning to make a hose lead at a greater alarm, struck a parked car					
Truck 12	98-9-074	10-04-98	610	C	File
Off: T/Lt. James Cunnane;	Drv: FF Russell Lease; Tlr: FF James Juarez				
Cause: Misjudged clearance - Trk 12, while turning from Market Street grazed another auto; accident occurred when tiller operator veered to avoid running over a traffic island					
Engine 20	98-9-075	10-04-98	582	B	File
Off: Capt. Tyrone Rockett;	Drv: FF Gordon Brown				
Cause: Door closure - Eng 20 was responding to a fire with Eng 39; after exiting, Eng 39 closed its apparatus door which in turn closed Eng 20's door, causing the accident					
ENS RC 2	98-9-076	10-06-98	915	B	Bill
Off: T/Paramedic Captain Anthony Robinson					
Cause: ENS RC 2, while parked at an incident, was struck by a passing Nuni light rail vehicle					
Medic 36	98-9-077	10-06-98	724	B	Bill
Drv: Fire Rescue Paramedic Cari Pouchnik					
Cause: Hit and run - Medic 36 was parked when a passing vehicle grazed Medic 36 and left the scene					

3. CONSENT CALENDAR

A) Accidents (Continued)

Engine 42 98-9-078 10-07-98 588 A File
Off: Capt. James Harrington; Drv: FF Daniel Garibaldi

Cause: Misjudged clearance - Eng 42 was returning from an
incident when it struck the tire of a parked auto

EMS RC 2 98-9-079 10-12-98 966 B Bill
Off: Paramedic Captain James Strain

Cause: Hit and run - EMS RC 2, while parked in front of
St. Francis Hospital, was struck by a unknown auto

Engine 35 98-9-080 10-12-98 561 A File
Off: T/Lt. John Beckerley; Drv: FF John Barden

Cause: Open compartment door - The open compartment door
of Eng 35 struck the tiller steps of Trk 13, while
Eng 35 was leaving the scene of an incident

Truck 15 98-9-081 10-14-98 612 A File
Off: Lt. Richard Jonasson; Drv: FF Robert Cuff; Tlr: FF Nicholas Yuen

Cause: Misjudged clearance - Trk 15, while parked at an
incident, struck the front of a parked vehicle

B.F.P. 98-9-082 10-15-98 900 B Bill
Drv: FSI-II Kaan Chin

Cause: Rear ended - BFP vehicle, while stopped behind a bus,
was rear ended by a truck

Truck 16 98-9-083 10-19-98 605 A File
Off: T/Capt. Rudolph Erler; Drv: FF Robert Bassett; Tlr: FF Kevin Callanan

Cause: Misjudged clearance - Trk 16, while leaving the scene
of an incident, grazed the fender of an illegally
parked car

Engine 6 98-9-084 10-22-98 510 A File
Off: Lt. Thomas Kelly; Drv: FF Anita Paratley

Cause: Misjudged clearance - Eng 6, while making a right
hand turn, struck a parked vehicle

3. CONSENT CALENDAR

A) Accidents (Continued)

Engine 32	98-9-085	10-24-98	584	B	File
Off: Lt. Jack O'Leary;	Drv: FF John Fogarty				

Cause: Failure to yield - Eng 32, while responding to an incident, struck a vehicle that failed to yield

Note:

Category A - An accident which has occurred because of inattention to vehicle operator's and/or officer's responsibilities or because of misjudgment of clearance in operating apparatus near stationary objects.

Category B - An accident in which fire department personnel exercised reasonable judgment and precautions, exhibited good apparatus operator's and officer's skills and observed all state, local and fire department statutes, ordinances and rules.

Category C - An accident which has occurred because of apparatus operator's misjudgment of clearance, deficiency in defensive driving techniques, or failure to anticipate other vehicle's movements.

B) Temporary Appointments

Reporting having made 296 temporary appointments October 3 through October 16, 1998.

Vice President Roff moved and Commissioner Roeca seconded. There were no questions or discussion and Items "A" through "B" on the Consent Calendar were approved or ordered filed as appropriate.

B) Temporary Appointments (Continued)

NAME	Present RANK	Higher RANK	NO.OF DAYS WORKED	DATES
BARBANO MARK J	0040	0050	2	10/09/98
BOUDOURES ROBERT G	0040	0050	4	10/12/98
BOUDOURES ROBERT G	0040	0050	2	10/06/98
BRACCO RICHARD D	0040	0050	3	10/13/98
BRACCO RICHARD D	0040	0050	2	10/09/98
CARDINALE FRANK T	0040	0050	1	10/16/98
CARDINALE FRANK T	0040	0050	6	10/05/98
FRISELLA DAVID A	0040	0050	9	10/03/98
JONES PAUL D	0040	0050	2	10/09/98
LEE ALSON	0040	0050	2	10/13/98
LO JOHNNY ROBERT	0040	0050	2	10/07/98
MORRIS MICHAEL J	0040	0050	2	10/13/98
RICHARDSON KIRK WAYNE	0040	0050	2	10/10/98
TRACEY JAMES M	0040	0050	1	10/03/98
WALSH DONALD M	0040	0050	2	10/10/98
ARCE EDWARD J	0030	0040	1	10/03/98
BENNETT ROD L	0030	0040	2	10/05/98
BENNETT ROD L	0030	0040	2	10/09/98
BENNETT ROD L	0030	0040	2	10/06/98
CARLOMAGNO JOSEPH	0030	0040	2	10/10/98
CARLOMAGNO JOSEPH	0030	0040	2	10/07/98
CHIN PAUL H	0030	0040	2	10/08/98
GOODIN DOUGLAS L	0030	0040	2	10/13/98
GOODIN DOUGLAS L	0030	0040	2	10/07/98
GOODIN DOUGLAS L	0030	0040	2	10/04/98
LEAL GARY S	0030	0040	2	10/14/98
LEAL GARY S	0030	0040	2	10/11/98
LEAL GARY S	0030	0040	1	10/03/98
MCCLAUGHLIN PATRICK	0030	0040	3	10/13/98
MCCLAUGHLIN PATRICK	0030	0040	4	10/04/98
NOLAN VINCENT J	0030	0040	4	10/09/98
RODRIGUEZ RONALD A	0030	0040	2	10/10/98
ROYBAL PETER D	0030	0040	3	10/13/98
ROYBAL PETER D	0030	0040	2	10/10/98
SERAFINI WILLIAM F	0030	0040	2	10/15/98
SIRAGUSA THOMAS A	0030	0040	2	10/14/98
SULLIVAN DAVID R	0030	0040	2	10/08/98
SULLIVAN DAVID R	0030	0040	1	10/03/98

3. CONSENT CALENDAR

B) Temporary Appointments (Continued)

WARD BRENDAN A	0030	0040	2	10/10/98	10/11/98
WILHELM ROGER J	0030	0040	1	10/16/98	10/16/98
WILHELM ROGER J	0030	0040	2	10/10/98	10/11/98
WILHELM ROGER J	0030	0040	2	10/07/98	10/08/98
AHERN JOHN W	0020	0030	2	10/13/98	10/14/98
AHUMADA MICHAEL R	0020	0030	7	10/04/98	10/16/98
ARTEMOFF GEORGE S	0020	0030	2	10/14/98	10/15/98
ARTEMOFF GEORGE S	0020	0030	1	10/03/98	10/03/98
BARAONA EUGENE A	0020	0030	4	10/12/98	10/16/98
BARTELS WILLIAM J	0020	0030	4	10/11/98	10/15/98
BATISTE WALTER D	0020	0030	2	10/04/98	10/05/98
BONNIE WM SCOTLAND	0020	0030	2	10/14/98	10/15/98
BONNIE WM SCOTLAND	0020	0030	2	10/08/98	10/09/98
BONNIE WM SCOTLAND	0020	0030	2	10/05/98	10/06/98
CARROLL DAVID A	0020	0030	2	10/12/98	10/13/98
CARROLL DAVID A	0020	0030	2	10/06/98	10/07/98
CARROLL DAVID A	0020	0030	2	10/03/98	10/04/98
CASSIDY STEPHEN H	0020	0030	2	10/10/98	10/11/98
COBO MATIAS	0020	0030	1	10/09/98	10/09/98
CONNORS JAMES M	0020	0030	2	10/05/98	10/06/98
CUNNIE MICHAEL J	0020	0030	2	10/15/98	10/16/98
CUNNIE MICHAEL J	0020	0030	2	10/09/98	10/10/98
DITO AUSTIN M	0020	0030	3	10/13/98	10/16/98
DITO RAYMOND E	0020	0030	2	10/07/98	10/08/98
FREDIANI DONALD L	0020	0030	9	10/03/98	10/15/98
FUHRMAN PAUL	0020	0030	2	10/11/98	10/12/98
GARCIA GEORGE H JR	0020	0030	7	10/03/98	10/12/98
GARRY KEVIN J	0020	0030	2	10/08/98	10/09/98
GARRY KEVIN J	0020	0030	1	10/03/98	10/03/98
GUTIERREZ RICHARD	0020	0030	2	10/15/98	10/16/98
GUTIERREZ RICHARD	0020	0030	4	10/09/98	10/13/98
GUTIERREZ RICHARD	0020	0030	2	10/06/98	10/07/98
HANSEN JERRY E	0020	0030	5	10/10/98	10/16/98
HENTZ JAMES R	0020	0030	2	10/07/98	10/08/98
JOHNSON MARK JEFFREY	0020	0030	1	10/03/98	10/03/98
JONES MICHAEL	0020	0030	2	10/14/98	10/15/98
JONES MICHAEL	0020	0030	3	10/05/98	10/03/98
JONES WINONA M	0020	0030	2	10/03/98	10/04/98
KELLY THOMAS J	0020	0030	1	10/16/98	10/16/98
KELLY THOMAS J	0020	0030	2	10/10/98	10/11/98
KIM ROBERT	0020	0030	8	10/05/98	10/15/98
KING ALEXANDER M	0020	0030	2	10/03/98	10/04/98
KOSTA FRANK H	0020	0030	2	10/03/98	10/04/98
LAUER RICHARD L	0020	0030	2	10/14/98	10/15/98
LAUER RICHARD L	0020	0030	2	10/11/98	10/12/98
LAUER RICHARD L	0020	0030	2	10/08/98	10/09/98
LAUER RICHARD L	0020	0030	3	10/03/98	10/06/98
LEE JAMES J	0020	0030	7	10/07/98	10/16/98

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B) Temporary Appointments (Continued)

LEONARD ALLAN J	0020	0030	1	10/16/98	10/16/98
LEONARD ALLAN J	0020	0030	2	10/04/98	10/05/98
LIGGINS EDWARD JR	0020	0030	2	10/11/98	10/12/98
LIGGINS EDWARD JR	0020	0030	2	10/08/98	10/09/98
LIGGINS EDWARD JR	0020	0030	1	10/03/98	10/03/98
MCHUGH JAMES E	0020	0030	2	10/09/98	10/10/98
MCHUGH JAMES E	0020	0030	2	10/06/98	10/07/98
MOLINARI ROBERT M	0020	0030	1	10/16/98	10/16/98
MOLINARI ROBERT M	0020	0030	2	10/10/98	10/11/98
MOLINARI ROBERT M	0020	0030	2	10/07/98	10/08/98
MONTAGUE GARY M	0020	0030	6	10/06/98	10/16/98
MURRAY THOMAS E	0020	0030	2	10/13/98	10/14/98
OCNNOR JAMES J	0020	0030	3	10/13/98	10/16/98
PINKARD HARRY T	0020	0030	6	10/09/98	10/16/98
PINKARD HARRY T	0020	0030	2	10/06/98	10/07/98
PLESCIA MATTHEW V	0020	0030	4	10/12/98	10/16/98
PLESCIA MATTHEW V	0020	0030	2	10/09/98	10/10/98
RIPOLL GEORGE J	0020	0030	1	10/03/98	10/03/98
ROSS MARTY A	0020	0030	2	10/08/98	10/09/98
ROSS MARTY A	0020	0030	1	10/03/98	10/03/98
SHERIDAN REID K	0020	0030	2	10/15/98	10/16/98
SHERIDAN REID K	0020	0030	2	10/03/98	10/04/98
SMITH STEPHEN C	0020	0030	3	10/13/98	10/16/98
SMITH STEPHEN C	0020	0030	4	10/04/98	10/08/98
SOULE ANTHONY P	0020	0030	1	10/16/98	10/16/98
SOULE ANTHONY P	0020	0030	4	10/07/98	10/11/98
STEWART GREGORY	0020	0030	2	10/03/98	10/04/98
SUTTER DENNIS J	0020	0030	2	10/10/98	10/11/98
VASQUEZ MANUEL M	0020	0030	2	10/10/98	10/11/98
VASQUEZ MANUEL M	0020	0030	2	10/07/98	10/08/98
WALSH FREDERICK C	0020	0030	2	10/15/98	10/16/98
WALSH FREDERICK C	0020	0030	2	10/08/98	10/09/98
CHAN WING CHUNG	0010	0020	2	10/15/98	10/16/98
CHAN WING CHUNG	0010	0020	2	10/12/98	10/13/98
CHAN WING CHUNG	0010	0020	2	10/06/98	10/07/98
CHAN WING CHUNG	0010	0020	2	10/03/98	10/04/98
FERRANDO JOHN J	0010	0020	2	10/07/98	10/08/98
FERRANDO JOHN J	0010	0020	2	10/04/98	10/05/98
GRIFFEY NIKKI P	0010	0020	2	10/09/98	10/10/98
GRIFFEY NIKKI P	0010	0020	2	10/06/98	10/07/98
GRIFFEY NIKKI P	0010	0020	1	10/03/98	10/03/98
KLEMM KENNETH W	0010	0020	2	10/03/98	10/04/98
LEONARD JAMES E	0010	0020	2	10/15/98	10/16/98
LEONARD JAMES E	0010	0020	2	10/12/98	10/13/98
LEONARD JAMES E	0010	0020	2	10/09/98	10/10/98
LEONARD JAMES E	0010	0020	2	10/06/98	10/07/98
MORRISON JOSEPH	0010	0020	4	10/12/98	10/16/98
MORRISON JOSEPH	0010	0020	4	10/03/98	10/07/98

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B) Temporary Appointments (Continued)

OWEN KENNETH H	0010	0020	2	10/09/98	10/10/98
VANDERVENNET JOHN	0010	0020	1	10/16/98	10/16/98
VANDERVENNET JOHN	0010	0020	2	10/07/98	10/08/98
VANDERVENNET JOHN	0010	0020	2	10/04/98	10/05/98
BACCIOCCO LOUIS F	0002	0020	2	10/12/98	10/13/98
BACCIOCCO LOUIS F	0002	0020	2	10/09/98	10/10/98
BACCIOCCO LOUIS F	0002	0020	2	10/06/98	10/07/98
BACCIOCCO LOUIS F	0002	0020	2	10/03/98	10/04/98
BALMY ALEC MICHAEL	0002	0020	4	10/12/98	10/16/98
BALMY ALEC MICHAEL	0002	0020	2	10/09/98	10/10/98
BALMY ALEC MICHAEL	0002	0020	2	10/03/98	10/04/98
BECKERLEY JOHN G	0002	0020	6	10/09/98	10/16/98
BERTOLLO WALTER R	0002	0020	3	10/13/98	10/16/98
BERTOLLO WALTER R	0002	0020	4	10/07/98	10/11/98
BLAKE RICHARD A	0002	0020	2	10/10/98	10/11/98
BONAL FRANK ROLAND	0002	0020	2	10/15/98	10/16/98
BONAL FRANK ROLAND	0002	0020	2	10/03/98	10/04/98
BOTELHO ERIC J	0002	0020	2	10/07/98	10/08/98
BULLWINKEL GEORGE	0002	0020	1	10/16/98	10/16/98
BUSALACCHI RICHARD	0002	0020	9	10/04/98	10/16/98
CALKIN ELBERT R	0002	0020	2	10/15/98	10/16/98
CALKIN ELBERT R	0002	0020	2	10/12/98	10/13/98
CARTER THEODORE R	0002	0020	2	10/03/98	10/04/98
CHARLTON MICHAEL B	0002	0020	2	10/15/98	10/16/98
CHARLTON MICHAEL B	0002	0020	6	10/03/98	10/10/98
CHAVEZ DAVID JOSEPH	0002	0020	2	10/15/98	10/16/98
CHU EDWARD Y	0002	0020	6	10/09/98	10/16/98
COFFEY STEPHEN P	0002	0020	5	10/03/98	10/09/98
COTTON MICHAEL A	0002	0020	2	10/15/98	10/16/98
COTTON MICHAEL A	0002	0020	4	10/09/98	10/13/98
COTTON MICHAEL A	0002	0020	2	10/03/98	10/04/98
CRAWFORD PAUL CARL	0002	0020	1	10/16/98	10/16/98
CRAWFORD PAUL CARL	0002	0020	2	10/04/98	10/05/98
CRISPEN DEAN MATHEW	0002	0020	2	10/10/98	10/11/98
CRISPEN DEAN MATHEW	0002	0020	2	10/04/98	10/05/98
CUNNANE JAMES P	0002	0020	2	10/07/98	10/08/98
CUNNANE JAMES P	0002	0020	2	10/04/98	10/05/98
DAWLEY DAVID	0002	0020	2	10/07/98	10/08/98
DELANE MICHAEL W	0002	0020	2	10/07/98	10/08/98
DICKERSON WILLIAM	0002	0020	2	10/10/98	10/11/98
DILUZIO JOHN A	0002	0020	1	10/16/98	10/16/98
DILUZIO JOHN A	0002	0020	2	10/07/98	10/08/98
DUNN GERALD R	0002	0020	2	10/14/98	10/15/98
DUNN GERALD R	0002	0020	7	10/03/98	10/12/98
FALLS GARY J	0002	0020	2	10/13/98	10/14/98
FALLS GARY J	0002	0020	2	10/10/98	10/11/98
FALLS GARY J	0002	0020	2	10/07/98	10/08/98
FARAC STEPHEN N	0002	0020	2	10/15/98	10/16/98

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B) Temporary Appointments (Continued)

FARAC STEPHEN N	0002	0020	2	10/12/98	10/13/98
FARAC STEPHEN N	0002	0020	2	10/09/98	10/10/98
FARNSWORTH RAYMOND	0002	0020	2	10/15/98	10/16/98
FAUSS MICHAEL	0002	0020	2	10/10/98	10/11/98
FEWELL JAMES RAFAEL	0002	0020	2	10/03/98	10/04/98
GALLAGHER PETER J	0002	0020	2	10/14/98	10/15/98
GALLAGHER PETER J	0002	0020	2	10/08/98	10/09/98
GALLAGHER PETER J	0002	0020	3	10/03/98	10/06/98
GISSLER JACK A	0002	0020	7	10/07/98	10/16/98
GREGORY STEPHAN	0002	0020	1	10/03/98	10/03/98
GREALISH MARTIN	0002	0020	2	10/12/98	10/13/98
GRIMESEY PATRICK E	0002	0020	2	10/15/98	10/16/98
GRIMESEY PATRICK E	0002	0020	4	10/03/98	10/07/98
HANLEY JOHN F	0002	0020	2	10/15/98	10/16/98
HANLEY JOHN F	0002	0020	2	10/06/98	10/07/98
HERRERA RUBEN	0002	0020	2	10/12/98	10/13/98
HERRERA RUBEN	0002	0020	2	10/03/98	10/04/98
HESTER JOHN W	0002	0020	2	10/15/98	10/16/98
HESTER JOHN W	0002	0020	2	10/12/98	10/13/98
HESTER JOHN W	0002	0020	2	10/09/98	10/10/98
HOGAN WILLIAM D	0002	0020	2	10/09/98	10/10/98
HOGAN WILLIAM D	0002	0020	2	10/06/98	10/07/98
HOY CARLOS	0002	0020	1	10/15/98	10/15/98
HUPKE KENNETH	0002	0020	1	10/03/98	10/03/98
HURTADO VICTOR GABRIEL	0002	0020	2	10/14/98	10/15/98
HURTADO VICTOR GABRIEL	0002	0020	5	10/03/98	10/12/98
JACKSON ROBERT C	0002	0020	2	10/09/98	10/10/98
JACKSON ROBERT C	0002	0020	2	10/03/98	10/04/98
JOHNSON MARK J	0002	0020	4	10/09/98	10/13/98
KANE MARK E	0002	0020	2	10/10/98	10/11/98
KANE MARK E	0002	0020	2	10/04/98	10/05/98
KANNISTO RICHARD A	0002	0020	2	10/08/98	10/09/98
KANNISTO RICHARD A	0002	0020	2	10/05/98	10/06/98
KEOHANE JERRY E	0002	0020	2	10/12/98	10/13/98
KEOHANE JERRY E	0002	0020	2	10/09/98	10/10/98
KING JOSEPH L	0002	0020	2	10/11/98	10/12/98
KING JOSEPH L	0002	0020	3	10/03/98	10/06/98
KNIGHT ROHAN	0002	0020	2	10/11/98	10/12/98
KNIGHT ROHAN	0002	0020	2	10/08/98	10/09/98
KNIGHT ROHAN	0002	0020	3	10/03/98	10/06/98
KOENIG WILLIAM G	0002	0020	2	10/12/98	10/13/98
KOENIG WILLIAM G	0002	0020	2	10/09/98	10/10/98
KOENIG WILLIAM G	0002	0020	2	10/06/98	10/07/98
KOENIG WILLIAM G	0002	0020	2	10/03/98	10/04/98
LAU KERBY	0002	0020	3	10/03/98	10/06/98
LEE SONNY JAK	0002	0020	2	10/14/98	10/15/98
LEE SONNY JAK	0002	0020	2	10/11/98	10/12/98
LEE SONNY JAK	0002	0020	3	10/03/98	10/06/98
MAGNUSEN LONNIE H	0002	0020	2	10/14/98	10/15/98

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B) Temporary Appointments (Continued)

MAGNUSEN LONNIE H	0002	0020	2	10/11/98	10/12/98
MAGNUSEN LONNIE H	0002	0020	2	10/08/98	10/09/98
MAGNUSEN LONNIE H	0002	0020	1	10/03/98	10/03/98
MCCULLOCH TRACIE KAY	0002	0020	2	10/14/98	10/15/98
MCHUGH PAUL M	0002	0020	4	10/10/98	10/16/98
MCHUGH PAUL M	0002	0020	4	10/10/98	10/16/98
MIELKE ROBERT T	0002	0020	2	10/08/98	10/09/98
MIELKE ROBERT T	0002	0020	1	10/03/98	10/03/98
MULHAIR LESLIE K	0002	0020	2	10/15/98	10/16/98
MULHAIR LESLIE K	0002	0020	2	10/12/98	10/13/98
MULHAIR LESLIE K	0002	0020	6	10/03/98	10/10/98
MUNIZ ROBERT P	0002	0020	2	10/09/98	10/10/98
MUNIZ ROBERT P	0002	0020	2	10/03/98	10/04/98
OLEARY MICHAEL E	0002	0020	2	10/14/98	10/15/98
OLEARY MICHAEL E	0002	0020	2	10/11/98	10/12/98
OLEARY MICHAEL E	0002	0020	2	10/08/98	10/09/98
OLEARY MICHAEL E	0002	0020	2	10/05/98	10/06/98
OSULLIVAN KEVIN EDWARD	0002	0020	1	10/16/98	10/16/98
OSULLIVAN KEVIN EDWARD	0002	0020	4	10/07/98	10/10/98
PARENT JOHN C	0002	0020	2	10/11/98	10/12/98
PARKER MICHAEL REIS	0002	0020	2	10/03/98	10/04/98
PAUL ALLAN R	0002	0020	2	10/14/98	10/15/98
PAUL ALLAN R	0002	0020	2	10/03/98	10/04/98
PUMPHREY ZACHARY WILLIAMS	0002	0020	2	10/11/98	10/12/98
PUMPHREY ZACHARY WILLIAMS	0002	0020	5	10/03/98	10/09/98
ROMERO SAMUEL NMI	0002	0020	2	10/13/98	10/14/98
ROMERO SAMUEL NMI	0002	0020	2	10/10/98	10/11/98
ROMERO SAMUEL NMI	0002	0020	2	10/07/98	10/08/98
ROMERO SAMUEL NMI	0002	0020	2	10/04/98	10/05/98
RUSSELL DAVID EDWARD	0002	0020	2	10/10/98	10/11/98
RUSSELL DAVID EDWARD	0002	0020	2	10/07/98	10/08/98
SCHRIK JAMES J	0002	0020	2	10/09/98	10/10/98
SCHRIK JAMES J	0002	0020	2	10/03/98	10/04/98
SERPA ANTHONY J	0002	0020	3	10/13/98	10/16/98
SERPA ANTHONY J	0002	0020	2	10/10/98	10/11/98
SHEA PATRICK FRANK	0002	0020	2	10/15/98	10/16/98
SIMPSON GREGORY KENNETH	0002	0020	2	10/03/98	10/04/98
SKAIN PATRICK M	0002	0020	2	10/14/98	10/15/98
SKAIN PATRICK M	0002	0020	2	10/08/98	10/09/98
SKAIN PATRICK M	0002	0020	2	10/05/98	10/06/98
SLATTERY RICHARD F	0002	0020	2	10/15/98	10/16/98
SLATTERY RICHARD F	0002	0020	2	10/12/98	10/13/98
SLATTERY RICHARD F	0002	0020	2	10/09/98	10/10/98
SLATTERY RICHARD F	0002	0020	4	10/03/98	10/07/98
SOBOZINSKY ANDREW T	0002	0020	2	10/15/98	10/16/98
SOBOZINSKY ANDREW T	0002	0020	2	10/03/98	10/04/98
STORTI WILLIAM OLIVER	0002	0020	2	10/13/98	10/14/98
STORTI WILLIAM OLIVER	0002	0020	2	10/04/98	10/05/98
SULLIVAN DENNIS WILLIAM	0002	0020	3	10/14/98	10/16/98

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B) Temporary Appointments (Continued)

SULLIVAN DENNIS WILLIAM	0002	0020	2	10/11/98	10/12/98
SULLIVAN DENNIS WILLIAM	0002	0020	2	10/08/98	10/09/98
SULLIVAN DENNIS WILLIAM	0002	0020	2	10/05/98	10/06/98
TENBRUGGENCE ALBERT	0002	0020	2	10/09/98	10/10/98
URQUIAGA PAUL THOMAS	0002	0020	2	10/11/98	10/12/98
URQUIAGA PAUL THOMAS	0002	0020	1	10/03/98	10/03/98
WETTELAND PATRICK	0002	0020	2	10/14/98	10/15/98
WETTELAND PATRICK	0002	0020	2	10/05/98	10/06/98
WINSLOW ROBERT EDWARD	0002	0020	2	10/15/98	10/16/98
WINSLOW ROBERT EDWARD	0002	0020	2	10/12/98	10/13/98
WINSLOW ROBERT EDWARD	0002	0020	2	10/09/98	10/10/98
WINSLOW ROBERT EDWARD	0002	0020	2	10/06/98	10/07/98
WINSLOW ROBERT EDWARD	0002	0020	2	10/03/98	10/04/98
WONG MIKE JAMES	0002	0020	4	10/03/98	10/07/98
WONG SUEON F	0002	0020	2	10/12/98	10/13/98
WYRSCH VICTOR HERMAN	0002	0020	7	10/07/98	10/16/98
ZOUZOUNIS DENNIS J	0002	0020	3	10/13/98	10/16/98
ZOUZOUNIS DENNIS J	0002	0020	4	10/04/98	10/08/98
ALEXANDER ALEXANDRA C	0002	0010	3	10/13/98	10/16/98
ALEXANDER ALEXANDRA C	0002	0010	3	10/03/98	10/07/98
AUSTIN KATHY	0002	0010	4	10/12/98	10/16/98
AUSTIN KATHY	0002	0010	4	10/03/98	10/07/98
BIAGINI DANIEL	0002	0010	8	10/03/98	10/13/98
CARDINALE KATHRYN M C	0002	0010	4	10/06/98	10/10/98
CELONA MICHAEL	0002	0010	4	10/11/98	10/15/98
CELONA MICHAEL	0002	0010	3	10/03/98	10/06/98
COLE GARDNER E	0002	0010	2	10/15/98	10/16/98
CUFFE FRANK	0002	0010	8	10/03/98	10/16/98
FAUSS MICHAEL	0002	0010	1	10/16/98	10/16/98
FITZPATRICK JOSEPH	0002	0010	2	10/10/98	10/11/98
GHILARDI EDWARD	0002	0010	6	10/04/98	10/11/98
GIBSON THOMAS	0002	0010	1	10/03/98	10/03/98
GORDON DAVID	0002	0010	4	10/06/98	10/14/98
HALL JAMES NMI	0002	0010	2	10/12/98	10/13/98
HALL JAMES NMI	0002	0010	2	10/09/98	10/10/98
HALL JAMES NMI	0002	0010	2	10/03/98	10/04/98
HARRIS LEONARDO	0002	0010	8	10/04/98	10/14/98
JAMES ROBERT	0002	0010	9	10/03/98	10/15/98
JOHNSON DAVID A	0002	0010	7	10/04/98	10/16/98
JONES HELEN MICHELLE	0002	0010	2	10/14/98	10/15/98
JONES HELEN MICHELLE	0002	0010	7	10/03/98	10/12/98
KARWANNY GEORGE	0002	0010	8	10/03/98	10/16/98
LERMA MELISSA	0002	0010	8	10/05/98	10/15/98
LEIDECKER GORDON E	0002	0010	2	10/03/98	10/04/98
MAY RICHARD W	0002	0010	2	10/15/98	10/16/98
MELLBERG JAMES E	0002	0010	2	10/09/98	10/10/98
MONTERO RUBEN	0002	0010	2	10/03/98	10/04/98
NORRIS DAVID F	0002	0010	2	10/09/98	10/10/98

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B) Temporary Appointments (Continued)

O'BRIEN LARRY R	0002	0010	2	10/10/98	10/11/98
PAMPANIN VINCENT	0002	0010	10	10/03/98	10/16/98
PAUL ALLAN Y	0002	0010	4	10/07/98	10/11/98
PITRE MELVIN	0002	0010	2	10/14/98	10/15/98
ROBINSON RONALD	0002	0010	8	10/03/98	10/16/98
TAAPE JR TILAFAGA F	0002	0010	2	10/10/98	10/11/98
TALMADGE MELINDA ANNETTE	0002	0010	3	10/03/98	10/06/98
URQUIAGA PAUL	0002	0010	2	10/14/98	10/15/98
VERANT ROGGER	0002	0010	8	10/03/98	10/16/98
WON JOHN	0002	0010	8	10/03/98	10/16/98
WOO ARNOLD P	0002	0010	8	10/03/98	10/16/98
WOO EDDY BILL	0002	0010	4	10/12/98	10/16/98
WU ALLEN SUNNY	0002	0010	8	10/04/98	10/14/98
YAMAMOTO JIRO B	0002	0010	2	10/13/98	10/14/98
BORTMAS DARREN	0002	0003	5	10/03/98	10/10/98
FEWELL TIMOTHY	0002	0003	7	10/03/98	10/15/98
REYNAUD ALAN	0002	0003	7	10/03/98	10/15/98
SIGUENZA PABLO	0002	0003	4	10/13/98	10/16/98
CEREGHINO KENNETH	0022	0032	8	10/05/98	10/15/98
LI ERNEST	0022	0032	6	10/06/98	10/16/98
SUDANO JOHN	0022	0032	8	10/06/98	10/16/98
BRAIDA MICHAEL	0004	0022	3	10/05/98	10/13/98
CORDES THOMAS	0004	0022	8	10/05/98	10/16/98
GRAFF JOSEPH	0004	0022	9	10/06/98	10/16/98
SCHEMBRI PETER	0006	0022	8	10/05/98	10/16/98
ARD GERALD	0002	0004	8	10/06/98	10/16/98
ESTABEZ MICHAEL	0002	0004	9	10/05/98	10/16/98
GATES PRISCILLA	0002	0004	8	10/06/98	10/16/98
GUISTRON BRUCE	0002	0004	8	10/05/98	10/16/98
HONG CLIFTON	0002	0004	4	10/12/98	10/15/98
PIOMBO JOHN	0002	0004	7	10/05/98	10/15/98
ZARI GERALD	0002	0004	8	10/05/98	10/15/98
DISABILITY PAY					
MORAN MICHAEL	0040	0050	14	10/03/98	10/16/98
ALBANO RUSSELL	0030	0040	14	10/03/98	10/16/98
RONAN JOHN	0030	0040	14	10/03/98	10/16/98
HILL STEVEN	0002	0020	10	10/03/98	10/12/98
REY BRAD LAWRENCE	0002	0020	14	10/03/98	10/16/98

3. CONSENT CALENDAR

B) Temporary Appointments (Continued)

WORKERS COMPENSATION

CERCOS JOHN

0030

0040

14

10/03/98

10/16/98

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted seven letters commending members of the Department for response to requests for assistance or emergencies, or training.

President Fernandez-Pifer directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

SFUSD
Francis Scott Key Elementary School
1530 - 43rd Avenue
San Francisco, California 94122

October 30, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

We would like to thank you for the excellent presentation at our school from Lieutenant Fernando Juarez and Engine 23. The children and faculty thoroughly enjoyed and most importantly learned the do's and don'ts of fire safety.

We look forward to another presentation next year.

Thank you.

/s/ FACULTY AND STUDENTS

* * * * *

4. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

October 16, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

Last week my great aunt, who is 96 years old, collapsed in her home on Anza Street. I called 911 for help and they dispatched Engine 21, Truck 14, and Medic 5. Almost never using the 911 emergency response service, I am always very appreciative of their help when I do. As a citizen you are always assured that the firefighters, police and the paramedics are there to help. It feels as though a safety net is looming wherever needed. This event with my great aunt was very stressful, as I care for her every day and I wasn't sure if this might be her last day. Upon arrival of the firefighters my stress level was quite high. I wasn't sure what was wrong, what was going to happen, and where she was being taken. The firefighters got my great aunt's medical history and evaluated her condition. A few minutes passed and Paramedic Tay Carpenter arrived with his partner. They took over the situation and immediately I felt reassured. Paramedic Carpenter made me feel comfortable with what was going on and I felt that my aunt was in very good, qualified hands. Paramedic Carpenter joked with my aunt, she has a great sense of humor, and that made me feel real good. I am a fourth generation San Franciscan and am very proud of professionals like Tay Carpenter. He is very knowledgeable, qualified and compassionate. With the stress that these workers go through, and to be able to go full speed at the ring of the bell, and still show such compassion and good judgment is so very reassuring. Thank you for having such an outstanding employee.

Sincerely,

/s/ MARK ADAMS
1234 Anza
San Francisco, CA 94118

* * * * *

Note: The following five additional
typed letters of commendation are
included as part of Item 4.A)



NETWORK FOR ELDERS

3450 Third Street, Bldg. 2-A, Suite 200
San Francisco, CA 94124
(1-415) 647-5353 FAX: 647-5904



HONORARY COMMITTEE

Chair
Fire Chief Robert L. Demmons
S F Fire Department

Members
Mayor Willie Brown

Supervisor Amos Brown
S F Board of Supervisors

Dean Bernice Brown
Southeast Community College
Workforce Education

Dianne Feinstein
Senator

Brenda Jackson-Drake
Goldman Fund

Chief Fred Lou
S F Police Department

Walter Johnson
S F Labor Council

Louise Renne
S F City Attorney

Assistant Chief Earl Sanders
S F Police Department

Supervisor Leland Yee
S F Board of Supervisors

October 19, 1998

Robert L. Demmons, Chief
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

I am pleased to inform you that the Network for Elders has chosen Captain Khairul Ali of the San Francisco Fire Department to be the first recipient of the Chief Robert L. Demmons Award. The Network has established the award to honor Chief Demmons, Fire Chief of the City and County of San Francisco. The award will be presented annually to a member of the San Francisco Fire Department's work force who exemplifies outstanding service and sensitivity in working with the elderly population in Bayview Hunters Point.

Khairul Ali is certainly deserving of this award. She has been on the Network's board of directors for several years. She has been a willing volunteer, taking time from her busy schedule to serve on committees, participate in planning projects, and care for seniors. The Network is very pleased that she will be the first recipient.

Please share this information with members of your staff at all levels. If people are interested in purchasing tickets, please have them call Beverly Taylor or myself at the Network office. We will be on hand to answer any questions about tickets, location and meal choices.

Chief Demmons, thank you for your support of the Network. We truly consider you a partner in our care of frail elders in Bayview Hunters Point.

Most Sincerely,

Shireen McSpadden
Executive Director

October 21, 1998

Chief Robert Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Chief Demmons:

On October 15, 1998 the following firefighters from Station 12 visited the UCSF Child Care Center on Parnassus Avenue: Chief Frank Treanor, Operator Ron Robinson, Lieutenant Rich Slattery and Firefighters Bill Cody, Dave Nonomura, Jim Passanisi, Jim Rohrs, Austin Wall and Bill Wesh.

They instructed the children and staff in fire safety and after the class allowed them use the hose and tour the engine and truck. Everyone learned from the visit and enjoyed it as well.

We would like to thank them for their time and also Chief Bill Miles and Captain Dan Murphy for arranging the visit.

Sincerely,



Katie Shypertt, Campus
UCSF/EH&S
50 Medical Center Way
San Francisco, CA 94143-0942



ChildrenFirst Inc.

Excellence in Backup Child Care

Fire Chief,
Bureau of Fire Prevention
And Investigation,
San Francisco Fire Department
698 2nd Street
San Francisco, CA. 94107

Dear Sir,

"I like when Sparky and the fireman came here. That was fun "

---Aaron, 4 1/2 years old

"When fire is touching my clothes, I need to do this. (Demonstrates stop-drop-and roll) "

---Mariano, 4 years old

"The fireman came today. the fireman and his dog Sparky!"

---Jess, 3 years old.

"If smoke is way up here, we need to crawl like a baby so it don't choke me."

---Sarah, 4 years old

These are a few comments that I'd like to share with you and your staff from our children after Mr. Kaan Chin came to visit our center. The children and the staff of ChildrenFirst learned valuable information on fire safety and prevention, smoke alarms, and how not to be afraid of a fire fighter in full gear.

We appreciate Mr. Chin and other fire fighters in San Francisco taking time to visit children centers in order to educate young people throughout the city.

Best Regards,



Shauna T. Maraccini

Florence Chan
2466 Funston Avenue
San Francisco, CA 94116

October 19, 1998

Fire Commission
260 Golden Gate Avenue
San Francisco, CA 94102

CC: Robert Demmons, Chief of Department

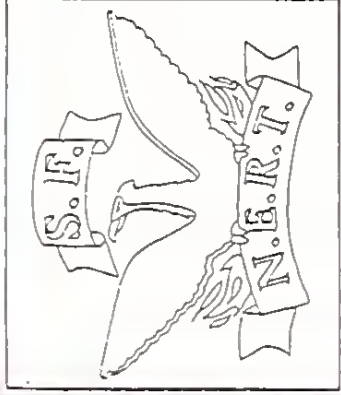
Dear Sirs,

My family and I would like to thank and commend Fire Inspector Terrence Smith for his rapid response to a call for assistance during a choking incident 2 weeks ago. During dinner, my 83-year-old father had a large piece of food lodged in his throat which required a call to 911. While waiting for the Emergency Response Team to arrive, we ran in search of more immediate help and were fortunate enough to encounter Inspector Smith, who happened to be attending a party at our neighbor, Tom Harvey's house. When told of the emergency, Inspector Smith responded without a second's hesitation and rushed immediately to provide assistance until the paramedic team arrived. We wish to emphasize that although Inspector Smith was off duty during this incident, we found his response and behavior entirely professional in manner and, as such, reflects well on the San Francisco Fire Department as a whole.

Once again, our heartfelt thanks to Inspector Smith.

Sincerely,





SAN FRANCISCO NEIGHBORHOOD EMERGENCY RESPONSE TEAM

3250 Laguna Street, #105, San Francisco 94123
Marina Chapter

October 27, 1998

Chief Robert Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102-3706

Dear Chief Demmons:

Thank you so very much for sending the fire engine and its crew to help make a success of the Marina District's Neighborhood Emergency Response Team's (N.E.R.T.) annual Safety Fair on Saturday, October 17. The hats and other information for the kids were very popular! About 300 people stopped by during the course of the Fair to learn ways in which they can help themselves and others in an emergency situation.

Sincerely,

Mary Russell

cc: Kit Haskell, 2269 Franklin
Betty White, 3250 Laguna

4. REGULAR CALENDAR - NEW BUSINESS

B) City Attorney

Communication received from Deputy City Attorney John D. Cooper, dated November 12, 1998, submitting for Fire Commission's adoption settlement of the following:

Settlement of Attorneys' Fees (Stipulated Order) in the amount of \$28,291.24, covering the period July 1998 through September 1998. The proposed settlement relates to the case of USA v. CCSF, et al., USDC Action No. C84-7098 MHP and No. C84-1100 MHP.

Vice President Roff moved and Commissioner Roeca seconded. There were no questions or discussion and the settlement of attorneys' fees was approved on recommendation of Chief of Department.

C) Cadet Program (Cont'd from Meeting of 11-12-98)

Report from Chief Demmons on status of the Cadet Program.

Chief Demmons indicated that Captain Richard Kochevar, Division of Training, would be coordinating the presentation for items 4C) and 4D). Captain Kochevar introduced Alan Wong, Manager, Fire Services Exam Unit, who made the presentation on the Cadet Program. Mr. Wong stated that 2,126 applicants qualified for the program. Yesterday, the random selection was completed identifying those candidates who would participate in the program. Today, letters were mailed to persons who were selected for the program. Letters also were mailed to persons who were not selected. The next step in the process is to have an orientation on Saturday, November 28th, where all the candidates will receive a presentation about the program. There will be a question and answer time.

President Fernandez-Pifer asked about the profile of the successful candidates.

Vice President Roff asked if the 481 successful candidates were selected from the pool of 2,126 qualified applicants. Mr. Wong replied affirmatively.

Mr. Wong said that approximately 65 percent of the 481 were men, and 35 percent were women.

President Fernandez-Pifer noticed that 83.4 percent of the applicants were males, and 16.6 percent were females. She asked Mr. Wong to refresh her memory on the outreach done for the women, or was this the process where we concentrated on the respective neighborhoods in the City. Mr. Wong said we were trying to keep the numbers low, and what we did was that we wanted to bring more women into the

4. REGULAR CALENDAR - NEW BUSINESS

C) Cadet Program (Continued)
(Cont'd from Meeting of 11-12-98)

process and the City Attorney and Plaintiffs agreed ... originally we were going to take 400 candidates into the program, but because the City and Plaintiffs felt that the number of women going into the program was too low they agreed to add 100 extra women. Although we have approximately 17 percent women in the applicant pool, we added 100 women to the Cadet Program, which brought the number of women up to 35 percent, which more closely resembles the labor market of San Francisco.

President Fernandez-Pifer said while we are mentioning this, Ms. Thomson is not here, this was a letter to Ms. Thomson ... The letter to Ms. Thomson (November 17, 1998) was not annotated to reflect your (Mr. Wong) comments about the 100 women. Mr. Wong concurred. President Fernandez-Pifer said we would need to remember this ... Mr. Connors said that Ms. Thomson is expected to return to tonight's meeting.

President Fernandez-Pifer asked if there was anything else about these statistics that should have been annotated, other than the women in terms of the numbers. For example, she noted that the Asian pool showed males of 20.7 percent, and 3.13 percent for women ... Mr. Wong said the labor market in San Francisco off the last census, for Asians, was 26 percent. So the results were pretty close to the labor market.

Deputy City Attorney John Cooper commented that we now have a signed Memorandum of Understanding (MOU) with the Plaintiffs, agreeing to terminate the Stipulated Order. It was signed on the 16th of November by all parties. He will be filing it with the court and requesting the judge to file a judgment of dismissal with prejudice, which was what was provided for in the Stipulated Order. However, in order to get to this point we had to negotiate with the plaintiffs. They had objections to the Department's recruitment program. They were aware of the fact that in the first round of applications for one battalion, less than 40 persons had applied so we never did have 400 people, and they wanted us to address that. The plan that Mr. Wong spoke of to add 100 women, wasn't simply an add in. He proceeded to describe it so that the Commission had a better understanding, also to address the question about the Asian applicant pool. The way that worked was that all applicants were given a random number for selection, and then the applicant pool was divided up by battalion, and selections were made based on a percentage of the applicant pool. Subsequently, all the women, particularly the ones remaining, had a second lottery, that would act as a City-wide lottery, and they were selected as agreed with the plaintiffs, based on their random number just going down the list. They were only divided up by ethnic group - so there were 20 African Americans, 20 Hispanics, 20 Caucasian and 40 Asians, to make up for the small percentages in the applicant pool that came out of the initial selection. With that, and the other things that were in the agreement we were able to reach an agreement with the plaintiffs. The next time we meet the Consent Decree and Stipulated Order will have ended.

4. REGULAR CALENDAR - NEW BUSINESS

C) Cadet Program (Continued)
(Cont'd from Meeting of 11-12-98)

President Fernandez-Pifer said that the kind of second round enabled us to increase the percentage of females and also Asians.

Deputy City Attorney Cooper replied affirmatively. The idea was to more closely approach the actual labor pool figures of the City. We weren't able to do that completely accurately, but we certainly came a lot closer by using this agreement with the plaintiffs.

Vice President Roff indicated that he didn't understand the additional 100 applicants. Deputy City Attorney Cooper explained that after the 381 candidates were selected you take all the women, with their random numbers, and you divide them by ethnic group. Then you select going down the numbers, for each group until you reach 100. This from the women who remained in the applicant pool. Another reason for using this approach is that you always lose a significant percentage of women in the PAT. In order to make up for known high losses, particularly among the Asian women, the plaintiffs felt this was the way to overcome that problem.

Chief Demmons said one of the major concerns was that the consultant plans to do a profile on all the successful candidates, and obviously if you don't have any at the end then you really can't do it for that group. That was another consideration.

Deputy City Attorney Cooper said that the Department has until December 1st to do anymore affirmative actions that it intends to complete. After that point we will be operating under civil service rules until we are able to get them changed. President Fernandez-Pifer said, and Proposition 209. Deputy City Attorney Cooper concurred.

President Fernandez-Pifer asked if Mr. Cooper had any plans for Proposition 209. Mr. Cooper said that the City recently filed its brief in the case involving minority and women business enterprises, the 12-D program. And in there, relevant to this, there is an extensive section on outreach programs and the fact that Prop 209 doesn't reach outreach and recruitment programs. That is the City's position and we put a very strong provision in the MOU with the plaintiffs that the Department would continue to do targeted outreach programs. That is our current position.

Chief Demmons said he wanted to comment that Deputy City Attorney Cooper did an outstanding job. The negotiations (over the Stipulated Order) were stressful. He was outnumbered by the plaintiffs' attorneys; six at one point ... It was a very difficult process to go through to reach the agreement. He said that Susan Robinson did an outstanding job facilitating the whole process. Not only in avoiding a filing by plaintiffs but in facilitating the MOU.

4. REGULAR CALENDAR - NEW BUSINESS

C) Cadet Program (Continued)
(Cont'd from Meeting of 11-12-98)

President Fernandez-Pifer congratulated Mr. Cooper and Chief Demmons on their efforts in achieving the signed agreement. Mr. Cooper said he would be sending it to the judge tomorrow.

Vice President Roff said it had been a long and demanding struggle. Congratulations are merited for the Chief, Mr. Cooper and all who worked so hard. Chief Demmons thanked the Commission for their support and efforts. The biggest congratulations really go to the members of this Department. They really worked hard in everything from putting the work plan together without consultants and without a Court Monitor ... We still have problems and concerns but he thought it was a major accomplishment, and all the members of this Department participated in it and made it happen. They should all be commended.

D) Officer Candidate Program

Submitted for approval an Officer Candidate Program for future uniformed promotions in the San Francisco Fire Department pursuant to the Stipulated Order.

Captain Richard Kochevar, Division of Training, indicated he wanted to review the conceptual framework for the Officer Candidate Program. His statement is attached.

Vice President Roff asked when this program would be implemented, is there a time schedule? Chief Demmons said the consultants decided to work on the Captain's (exam) as the first one, so we are in the process ... in the coming weeks. We are in the development stage interjected Captain Kochevar. Chief Demmons continuing, indicated that originally we looked at the H50 and H6 because it has been such a long time since we've had exams for those two ranks. Because there is a recent job analysis for the H30, the consultant thought we should begin with that one first, and also because of the large number of individuals that are waiting for that exam.

Vice President Roff asked if the only course requirements were the State Fire Marshal's, and nothing through our academy.

Chief Demmons said that's what we are talking to the consultants about and he (Chief Demmons) has concerns because of the lack of accountability in the State Fire Marshal's courses, and also there is a question of validity, and everything we require we want to make sure it is valid. Some of the courses are more of a career development than an officer candidate course. Next the consultant will look at what the curriculum would be, that's when the validation will occur. This is just the conceptual framework. It is subject to change and revision. Ideally we would have courses specific to San Francisco.

4. REGULAR CALENDAR - NEW BUSINESS

D) Officer Candidate Program (Continued)

Captain Kochevar said there would be site specific courses identified for each particular rank to be tested, assessed and broken down to specific categories, and that is what is being developed ...

Chief Demmons said more will be added to the job analysis in the area of human skills.

Captain Kochevar said the consultant came to San Francisco and conducted interviews with officers of the San Francisco Fire Department, and more or less identified areas of knowledge and abilities needed to be addressed for a rank. He stated it will take about one year to administer the program for that rank, after the courses are identified and set into place. The time frame to develop the actual courses, has been done in the past on committee work. It will take that time to settle them, create lesson plans, and assign time schedules. The consultant identified the actual target as one year. Concurrently, we will try to do additional ranks, assess those and set those programs into place at the same time.

Chief Demmons said we are also in communication with City College. There may be some courses that they can teach ... President Fernandez-Pifer asked if we would be using Treasure Island training facility. Chief Demmons said it was possible. He said we would probably be using the simulator rather than the Treasure Island facility.

Captain Kochevar said the consultant will be in San Francisco on December 8, 9 and 10 to develop assessment tools for the Cadet Program. He will probably have more information on the Officer Candidate Program.

Vice President Roff asked if we were approving a conceptual design or a finalized program.

Deputy City Attorney Cooper indicated that the Stipulated Order had some immediate requirements and some long term requirements. The Officer Candidate Program was one of the longer term requirements because it will take so long to develop - more than a year to develop an Officer Candidate Program for every single rank in the Department, especially if it is going to include the upper level of the paramedic ranks. At the last hearing before Judge Patel, Local 798 objected to the initial draft of the Stipulated Order because it did not include provisions for meet and confer over the Officer Candidate Program. Judge Patel ordered us to go back and put something in the Order about that. Rather than make the requirements for the Officer Candidate Program dependent upon agreement with the Union the plaintiffs settled to make it a proposal that would be approved by the Fire Commission. That is the issue that is before you now. Although we have a settlement, and I suppose I could say technically the vote is no longer required. But, because the Department has been under the court and under the monitor, and now it is being put back to where it belongs, under the policy

4. REGULAR CALENDAR - NEW BUSINESS

D) Officer Candidate Program (Continued)

direction of the Commission. He thought it would be appropriate to have a motion to consider approval of this as a conceptual plan for the development of the Officer Candidate Program. It would also be appropriate to ask the Department come back and make future presentation as the program develops. That is how we got here today.

Vice President Roff asked what effect will this have on meet and confer? Mr. Cooper said the Department has already begun meet and confer over this subject. He has attended two sessions where this was discussed, one of which was a formal meet and confer session, over certain aspects of the program. We are now waiting for comments from Local 798. At some point, although it wasn't clear a year ago, when we were in front of Judge Patel, he thought we would also have to discuss this with Local 790.

Vice President Roff commented that the Commission's action today would not impinge upon the meet and confer process.

Mr. Cooper said not at all and it is not intended as that. This is a proposed conceptual plan.

President Fernandez-Pifer said we were technically still under the Consent Decree. Mr. Cooper said that technically that was correct.

Chief Demmons added that as part of the memorandum we agreed to send an updated draft from the consultants to all employee organizations, including Local 798, without 798 viewing that as a meet and confer process, to get feedback from their members as the programs are being developed. At the end of that process then we will go into meet and confer with Local 798, once we come up with a final draft.

Mr. Cooper pointed out the ... tape turned. All the contracts end mid-1999. We shall shortly begin negotiations over the new contracts, and both sides will be bringing up a number of issues which they feel should be negotiated. It is probable that the Officer Candidate Program issues will get rolled into that process.

Vice President Roff moved, seconded by Commissioner Roeca, that the conceptual plan for the Officer Candidate Program be approved. There were no further questions or discussion, and the motion was unanimously approved.

ATTACHMENT - CAPTAIN RICHARD KOCHVAR'S STATEMENT

SAN FRANCISCO FIRE DEPARTMENT OFFICER CANDIDATE PROGRAM CONCEPTUAL FRAMEWORK

NOVEMBER 19, 1998

INTRODUCTION

During the term of the Stipulated Order, the Department shall develop and the Fire Commission shall adopt for implementation and submission to the Civil Service commission an "Officer Candidate Program" which will include clearly defined criteria for eligibility and promotion to officer ranks. The Officer Candidate Program will be a replacement for the current testing and promotional process.

Secondary Criteria and State Fire Marshal Courses

Prior to the beginning of a promotional process for a particular rank, the Department will notify all members via General Order regarding the required State Fire Marshal Courses and secondary criteria items that will be considered for that rank.

Program Prerequisite

Candidates must have successfully completed their probationary period in the lower qualifying rank prior to being eligible to participate in the candidate development program for the next higher rank.

Job Announcement and Application

The Department will issue a job announcement.

Candidate Development Program

This is Phase I of the Officer Candidate Program. All qualified candidates would need to enroll in the required, site-specific, job-related training classes for the rank for which they are desiring to promote. Tests will be administered on a pass/fail basis during each of the classes to measure a candidate's mastery of a subject matter. Candidates must meet a predetermined minimum level of competency for each class in order to be eligible to proceed to Phase II of the program.

Behavior-based Evaluation

This is Phase II of the Officer Candidate Program. Multi-component, assessment center-type job simulations that will be designed to measure knowledge and abilities that were acquired in Phase I, and that are critical to the job as determined by a job analysis, would be administered to all candidates who passed Phase I.

All of the components in this phase will be scored, the relative weights of which will be based on job analysis results for the particular rank. Candidates who are successful in all of the components of this phase will receive a composite score, which will be added to the score from Phase I. Candidates must pass all components in order to be eligible for secondary criteria evaluation in Phase III.

Objective Secondary Criteria

This is Phase III of the Officer Candidate Program. If determined to be valid based on the results of a job analysis for a particular rank and provided that an objective system of scoring could be designed, points will be awarded for secondary criteria items.

Eligible List

Candidates who successfully complete all of the phases will be placed in score order on the eligible list.

Prerequisite to Appointment

Candidates who are on the eligible list must complete the required State Fire Marshal Courses for a particular rank prior to being appointed to a position.

Appointment

The proposed method of appointment is a modified "Rule of Five Scores," the mechanics of which involves providing the appointing officer with some latitude to hire candidates in any order from one range of five scores at a time.

4. REGULAR CALENDAR - NEW BUSINESS

E) Public Comment

Ms. Barbara Thomson indicated she was sorry she was not informed earlier that there would be a change in the Agenda so she was not here for the Officer Candidate Program presentation. She had some concerns that may not have been addressed but if they were, please let her know so she can obtain the tape from Mr. Connors. As you know, she is most concerned about the diversity of the San Francisco Fire Department, and she saw the recruitment for the H2 Firefighter and the Cadet Program as an ideal opportunity for the Department to make the - "best efforts" ... that it is not only obligated or committed to make under the Stipulated Order but that it could do as a matter of public policy with regards to diversifying the Department. She is most concerned when she looks at the summary of applicants about the lack of Asian participation in this recruitment effort. She telephoned the Chief's Office in advance of the meeting when this was scheduled last week. It was her understanding that you were also going to have a presentation about the outreach and recruitment plan in order to remedy that severe underutilization in Hispanic numbers. As you know in the representation issues she reviewed Hispanics are underrepresented as are women. When she looks at the numbers for recruitment she doesn't see substantial efforts made in the outreach for Asians, and in fact, it appears to her that the numbers are even less than what we had in the last recruitment effort. What she would like to have identified is an understanding of what the outreach recruitment plan was, and what the targeted recruitment efforts were for Asian candidates. Because, the only outreach she saw was an advertisement that was published by the Union. If it is appropriate through the Commission President at this point she wanted to know was that a topic of presentation and did she just miss it. What outreach recruitment efforts were made to this severely underrepresented group that is barely over 50 percent of the labor market availability.

President Fernandez-Pifer said she asked those very questions particularly about females and Asians, and whether or not those were the final figures. She asked Mr. Cooper to explain one more time what happened regarding the negotiations of the plaintiffs in adding to this pool of candidates. The numbers here appear to be low and have since been added to.

Mr. Cooper said for Ms. Thomson's sake, there were 100 additional women selected through a random selection process. Divided as 20 Caucasians, 20 African Americans, 20 Hispanics, and 40 Asians. They were added to the applicant pool bringing the total number to 481. Because initially there were less than 400. In addition which he didn't mention before, but he mentioned now, under the MOU regarding termination of the Stipulated Order there is a very strong statement about the Department's outreach intent for the future and its commitment for the future. President Fernandez-Pifer had asked about the Department's position regarding Prop 209 and he answered the question. A further answer would be to read the following into the record: "Within the constraints of law, it is the goal of the Department to hire applicants and promote its qualified members so that the Department reflects the multi-cultural, ethnic, and gender diversity of the City and County of San Francisco throughout its ranks. In the event that

4. REGULAR CALENDAR - NEW BUSINESS

E) Public Comment (Continued)

any future hiring or promotive examination results in adverse impact on any group or subgroup, the Department will take corrective action to the extent necessary to eliminate or minimize adverse impact in accordance with applicable law." The little catch phrases address Prop 209, obviously, but it is a strong statement of the Department's intention to continue to have a targeted outreach program and to continue to address any adverse impact.

President Fernandez-Pifer asked to have the Asian and female figures repeated one more time. She said she was referencing Attachment A to Ms. Thomson's letter dated November 17, 1998.

Mr. Cooper said that was the applicant pool and he is referring to ... We added 100 more candidates to this Attachment, inquired President Fernandez-Pifer. Mr. Cooper replied affirmatively, and said if you look at Attachment B (1998 Firefighter Qualified Applicants by Race and Gender Within Battalion), you would increase the total number of women by 100, and then increase the Caucasian, African American, and Hispanic women by 20 each, and the Asian women by 40.

Mr. Wong commented that the applicant pool for women was 17 percent. So, if we did a random selection the applicant pool for the Cadet Program would have been about 17 percent. We increased the pool by 100 women, which raised the applicant pool for women from 17 percent to 35 percent.

President Fernandez-Pifer commented by adding more Asians than our participation in ... Mr. Wong said right about on par with the labor market of 26 percent.

Ms. Thomson said that was not her question. She appreciates that we are making ... President Fernandez-Pifer said excuse me, she understood that wasn't her question but you were not here and she was just trying to give her (Ms. Thomson) some information that we discussed, for your benefit because she realized as she was going through this that the material we sent to you was not complete, and she wanted her to have complete materials. So if you have any questions, hopefully going through this will be helpful for you in terms not only of applicant outreach, which we covered but with the total number (of candidates) after the inclusion of 100 additional applicants. Maybe you want to rephrase your question.

Ms. Thomson said her question is what was the outreach plan in the recruitment effort to target underrepresented and severely underrepresented groups.

President Fernandez-Pifer asked what point in time she was talking about? Are you talking about recruitment for this particular program?

Mr. Thomson said recruitment for this 1998 H2 Firefighter exam announcement that was issued. That resulted in the applicant pool analysis she received. What she would like to know is what were the recruitment efforts, and what was the

4. REGULAR CALENDAR - NEW BUSINESS

E) Public Comment (Continued)

recruitment plan. She thought that was going to be discussed at this meeting. As she said, she telephoned the Chief's Office, she spoke with the Deputy Chiefs. She received something tonight when she arrived regarding the SFFD H2 Cadet Program, the application and selection process. Her concern is what was the effort made to recruit underrepresented groups because the 100 additional appointments, she understood were to remedy underrepresentation. That was making to best of a situation, albeit what it is. What she wanted to know is what were the efforts, if this Department is going out of court monitoring, what were the efforts voluntarily made to diversify the applicant pool through recruitment. She hasn't heard that.

President Fernandez-Pifer asked if we were talking about the applicant pool that relates to the Cadet Program. Ms. Thomson said the H2 Firefighter announcement that was issued. President Fernandez-Pifer said OK, which is different than what were talking about here, in your mind.

Ms. Thomson said that she thought that this is the applicant pool for the H2 Firefighter announcement that she received. That was her understanding from Mr. Connors' correspondence dated November 17th - Applicants Filed Pursuant to an H2 Firefighter Job Announcement. Her concern is that these numbers that she sees are low. So her question is what was the targeted outreach which consistently happened in this Department to try to remedy underutilization. What was the plan? What were the efforts made to target underrepresented groups. Not to put in another 100 positions, in order to select more, what were the efforts made to make more in that applicant pool, or get more. If she may through the President, if anyone from the Department can respond. It was her understanding that it was going to be part of the presentation tonight.

President Fernandez-Pifer said we are talking about the Cadet Program, in essence. Ms. Thomson said she understands that. President Fernandez-Pifer said she was trying to figure out why ... it seems that what you are asking, where you are coming from is a different place than the Cadet Program.

Ms. Thomson said she was talking about the selection process, what applicants were developed for that pool. When she telephoned the Chief's Office about a week and half ago, and when she spoke to the Deputy Chiefs last week, she said if that's not going to be part of the item tonight please let her know. And she thought it was going to be. If it is not ...

President Fernandez-Pifer said she didn't know what the discussion was but maybe the Chief can clarify it. Ms. Thomson said there was no return phone call from the Chief's Office.

Chief Demmons said that Cathy called her back, and the Deputies talked to her. Because we get many, many phone calls so he has to be able to delegate some. But the main thing is we tried to address it. This is the first he has heard

4. REGULAR CALENDAR - NEW BUSINESS

E) Public Comment (Continued)

anything about recruitment. As you know at the last meeting before last week we talked about the Cadet Program, that is what we would present. Unfortunately, Deputy Chief Gamble, he guessed that is who Ms. Thomson spoke with, is not here tonight - he had to go to a wake. You can contact him tomorrow with your request, to satisfy you.

Ms. Thomson said that for clarification, Deputy Chief Gamble did not call her on this. But, both Deputy Chief Gamble and Deputy Chief White, and he is here, did talk to her about this last week. Recruitment has always been an issue and that is why she left the message with Chief Demmons, on the Chief's office line. Was there an outreach/recruitment plan for this recruitment effort for H2 Firefighter, and is it available this evening as part of the discussion, or is it available to the public this evening?

President Fernandez-Pifer said she was still at a loss, maybe she was missing this whole thing, maybe Deputy Chief White ... I don't know what the discussions were. We are out of kilter here, we were prepared to discuss the Cadet Program, and issues concerning that and the Consent Decree. She didn't know how this all came about but it sounds like Ms. Thomson is coming from a completely different place. Maybe she is misunderstanding ...

Deputy Chief White asked to address the basic approach for recruiting for the Cadet Program. He thought it started with the Review Board structure that was established to develop a program that involved the community organizations, by Battalion. Starting with that Review Board there was a widespread outreach which involved the employee organizations, Mayor's Office, community organizations that were used in the past recruitment efforts were all contacted and invited to the Review Board, and in fact, regular contact was maintained. It was clear that that was ... The approach of the Department was to be dependent on the community organizations to maintain and develop the recruitment process. That was the thrust as well as the typical maintaining of a file of who were interested. Mr. Wong may be aware of how many interest cards were mailed out. It was through these efforts, and then too, members of Management Services were dedicated to the recruitment process. To state specifically which organizations (Chief Demmons said that the Chinese for Affirmative Action was involved) ... That was the structure that was established, and it was through the community organizations that the outreach was made.

President Fernandez-Pifer remembered very early on having a meeting at the Division of Training and getting all the groups together. She wondered and wasn't quite sure whether we were answering Ms. Thomson's question because she seems to be coming from some other place. Maybe the Chief can ...

Chief Demmons wanted to comment on the goal. The target number was about 2,000 (applicants). Because in the past we had 7,000, a lot of people. We know we were going to do random selection and we tried to keep the numbers down. In

4. REGULAR CALENDAR - NEW BUSINESS

E) Public Comment (Continued)

fact, he had asked that we try to keep it around 2,000, and as you see we are right near there. When you compare the percentages that we did reach it was pretty close to what it was two years ago. As you know he has been involved with the recruitment and tests going way back to 1980-81. The first successful recruitment drive he chaired. It was known to be the best in the country at that time. Since that time we have continued to try to build the numbers, although these numbers weren't satisfactory as far as we were concerned, in terms of where we were trying to go, as far as Asian Americans and women. They were pretty consistent with the percentages that were met before.

President Fernandez-Pifer said that going back to this whole issue of the recruitment effort, as done through the committee process, with Chinese Affirmative Action and other community based organizations' involvement in what was our initial - I guess - consultation and assistance for recruitment as per the whole Cadet Program. (Chief Demmons said that in fact we have over 200 community organizations in the beginning meetings of the Cadet Program, we mailed to them, invited them to be part of the process in developing the Cadet Program.)

Ms. Thomson said that was the Cadet Program. She was talking about the targeted recruitment outreach.

Vice President Roff said he was getting confused, that it seemed to him that from all he heard from the Department that a very conscientious, very purposeful, very deliberate effort was made to recruit and include underrepresented classes. He believes from what he heard from Mr. Cooper that this is fully reviewed, examined meticulously by the plaintiff-intervenor, and it seemed to him that 35 percent of the total number are women, and an effort was certainly made to recruit Asian American candidates he is not clear as to what her, seemingly implied criticism is.

Ms. Thomson said it was just a question actually. What's the recruitment plan customarily ... Vice President Roff said he thought it had been explained. It seems to me we have been ...

Ms. Thomson said that perhaps it is best to make a public records request for the plan and not waste the Commission's time.

President Fernandez-Pifer said it was not a waste of time. She was trying to make sure that she (Ms. Thomson) gets correct, appropriate information. There seems to be a disconnect from what you are asking for and what we are telling you. It doesn't seem to satisfy you. (That's correct stated Ms. Thomson) and we are in a quandary as why it does not.

Ms. Thomson said, because, customarily this Department as other City departments that are either underrepresented or looking at targeted efforts to improve numbers in their workforce develop a recruitment plan, and she knows this has

4. REGULAR CALENDAR - NEW BUSINESS

E) Public Comment (Continued)

taken place in prior years. Through that recruitment plan particular sources are identified for outreach recruitment, not for two years ago, or one year ago on the selection for the Cadet Program. Targeted flyers go out, Departmental personnel go out to recruit those underrepresented groups. Advertisements are placed in newspapers, advertisements are sometimes done in the media, on the media, and what she wanted to know what plan was proposed for this recruitment, how was that plan followed, and how is with that kind of targeted recruitment that the numbers were less than before.

President Fernandez-Pifer commented that the key word here is "customarily." This was done pursuant to a Consent Decree court order in which plaintiff-intervenors had to be consulted every step of the way, as well as those community organizations, that they themselves identified along with the Department in terms of input and recruitment efforts. This is not what "customarily" would be done, she understood, but because of the unique situation of the Consent Decree it was done in this particular manner. So, there is a difference here. That's why it seems to her in this discussion it is like we are talking apples and oranges. You were talking about what "customarily" goes on in terms of a recruitment effort. We are talking about something else. What was a unique effort pursuant to a Consent Decree in which we had to in every step of the way consult with plaintiff-intervenors and seek their permission, and for guidance, through this process. She hoped it clarified it. Ms. Thomson is welcome to ask for any documentation she wishes, however, we have to make it very clear this is not a "customary" situation for us. It is a very unique situation.

Chief Demmons said that if Ms. Thomson wants to have a plan for maybe some of the other 50 City departments that may be underrepresented he can work with her on that. He has a lot of experience in putting recruitment plans together.

President Fernandez-Pifer said that in any event ... again it has to be stressed for the record this is not the customary situation which you have probably been used to in the past. It is a unique situation. Unfortunately, she knows that Ms. Thomson was taken away for other duties, but part of the discussion prior to her arrival focused on the Consent Decree, and those efforts needed to take place in order to come into compliance with the Consent Decree, which was part and parcel of the whole effort about recruitment ... our efforts to outreach to community based organizations with their guidance and assistance.

Ms. Thomson said that even under the Consent Decree recruitment plans have been initiated in this Department and targeted recruitment efforts have been made. If that arrangement has not occurred in this particular process she would like to understand why. If a recruitment plan and targeted recruitment efforts did take place then she just wants an answer. Thank you.

4. REGULAR CALENDAR - NEW BUSINESS

E) Public Comment (Continued)

FIRE COMMISSION MEETING SCHEDULE:

The regular meetings for December 10th and 24th have been cancelled. Instead, the Fire Commission will hold one Special Meeting on Tuesday, December 15, 1998, at 6:00 p.m.

The regular meeting schedule of the Fire Commission will resume in January.

Mr. Cooper asked when he needed to get calendar items to the Commission.
Mr. Connors replied, one week before (the 15th).

5. Public Comment on all matters pertaining to Closed Session.

There was no member of the public who asked to speak about the Closed Session.

6. Vote on whether to hold Closed Session to confer with legal counsel (San Francisco Administration Code Section 67.11(a)).

Commissioner Roeca moved, seconded by Vice President Roff, that the Fire Commission convene in Closed Session to confer with legal counsel. The motion was approved 3-0.

7. Closed Session

The Fire Commission conferred in Closed Session with the City Attorney on existing litigation pursuant to the State of California Government Code, Section 54956.9(a), and San Francisco Administrative Code Section 67.11(b): James Chin v. CCSF, et al. (Superior Court No. 990-935).

The Fire Commission conferred in Closed Session from 6:25 p.m. to 6:40 p.m.

8. Reconvene in Open Session

- i) Possible report on action taken in Closed Session, pursuant to Government Code Sections 54957.1(a)(2) and San Francisco Administrative Code Section 67.14(b)(2).

Secretary Connors indicated that he had been instructed by counsel that the Fire Commission not disclose the action taken during Closed Session until the Board of Supervisors takes final action.

- ii) Vote to elect whether to disclose any or all Closed Session discussions, pursuant to San Francisco Administrative Code Section 67.14(a).

Commissioner Roeca moved, seconded by Vice President Roff, not to disclose discussion that occurred during Closed Session.

There were no further questions or discussion and the motion was approved 3-0.

9. Adjournment

The Fire Commission has learned with deep regret of the death of Firefighter Gerald Engler, Bureau of Communications, a member of the Department since August 1978. Firefighter Engler died while undergoing surgery on November 17, 1998.

The Commission will adjourn tonight's meeting in his memory.

There being no further business to come before the Commission, the meeting was adjourned at 8:20 p.m., out of respect to the memory of Firefighter Gerald Engler.

Raymond G. Connors
Secretary

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FIRE COMMISSION

SAN FRANCISCO
PUBLIC LIBRARY

Regular Meeting - Tuesday - December 15, 1998 - 6:00 p.m.

698 Second Street - Room 102

ITEM
NO.

1. On Roll Call, the following were noted present:

President Rosemarie Fernandez-Pifer
Vice President Hadley R. Roff
Commissioner Stephen A. Nakajo
Commissioner Russell S. Roeca
Commissioner Ted N. Soulis

Robert L. Demmons
Harold E. Gamble
Patrick W. White

- Chief of Department
- Deputy Chief - Operations
- Deputy Chief - Administration

Assistant Deputy Chiefs - Staff:

Kevin D. Taylor
Joanne Hayes-White
Loyrie A. Kalos
Joseph C. Asaro

- Fire Prevention (Acting)
- Support Services
- Management Services
- Training

Chief Officers - Firefighting Services:

Bernie Lee
Richard D. Bracco
Aaron C. Stevenson

- Division 1
- Division 2 (Acting)
- Division 3

2. Approval of the minutes of the Regular Meeting of November 12, 1998.

Vice President Roff moved and Commissioner Soulis seconded.
There were no questions or discussion and the minutes were approved as presented.

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3. CONSENT CALENDAR

All matters listed hereunder (Items "A" through "R" with the exception of "G" and "H") constitute a Consent Calendar, were considered to be routine by the Fire Commission, and were acted upon by a single roll-call vote of the Commission. John Hanley, Firefighters Local 798, asked to remove Items "G" and "H" from the Consent Calendar. President Fernandez-Pifer so ordered.

A) Retirement

Communication received from Retirement Board indicating the following member has retired:

Retirement Date

Bonnici, Daniel P. H2 Firefighter Service Nov. 02, 1998

(Note: Retirement Certificate will be presented at
Fire Commission meeting of January 28, 1999)

B) Monthly Report - Training

Submitting monthly report from Division of Training for November, 1998.

C) Monthly Report - Div. of FP&I

Submitting monthly report from Division of Fire prevention and Investigation concerning activities performed during October, 1998.

D) Monthly Report - Management Services

Submitting monthly report from Management Services concerning activities performed during October, 1998.

3. CONSENT CALENDAR

E) Permanent Appointments

Reporting the following PERMANENT appointments:

EFFECTIVE DATE - NOVEMBER 7, 1998

H2 Firefighter

Sabine O. Balden
Andrea R. Davies
Annette Hobrucker-Pfeifer
Alissa B. Van Nort
Christian S. Jeffrey
Lance H. Martin
Paul D. O'Kane
Attica D. Bowden
Natasha J. Parks
Constance E.R. Sanders
Johnny H. Williams, Jr.
Elisabeth S. Jensen
Renato Bermudez
Pedro Gonzalez, Jr.

Dustin C. Novo
David B. Thompson
Erika V. Hoo
Cecilia L. Jiang
Tomie A. Kato
Anthony J. Bendik
Roger O. Fong
Peter S. Li
James T. Onoe
Michael M. Thompson
Victor T. Wong
Jiro B. Yamamoto
Larry A. Abella
Joshua Wilson

EFFECTIVE DATE - NOVEMBER 10, 1998

Keith R. Baraka

EFFECTIVE DATE - NOVEMBER 11, 1998

Vitani J. Benjamin

EFFECTIVE DATE - NOVEMBER 12, 1998

Jared J. Franklin

EFFECTIVE DATE - NOVEMBER 22, 1998

Jonathan E. Pettey

EFFECTIVE DATE - NOVEMBER 24, 1998

Diane A. Figari (VanDerheiden)

3. CONSENT CALENDAR

F) Permanent Exempt Appointments

Reporting the following PERMANENT EXEMPT appointments:

EFFECTIVE DATE - DECEMBER 12, 1998

H51 Assistant Deputy Chief II

Joseph C. Asaro

(vice: Alberto DaCunha, ret.
H50 TX'd to H51)

Raymond Balzarini

(vice: Raymond Balzarini, H50
TX'd to H51)

Joanne Hayes-White

(vice: Patrick White to 0150
H50 TX'd to H51)

G) Probationary Appointments (Removed from Consent Calendar - see pages 21-24)

Reporting the following PROBATIONARY appointments:

EFFECTIVE DATE - DECEMBER 12, 1998

H40 Battalion Chief

Vincent Nolan

(vice: Albert Thuesen,
retired)

Lorrie Kalos

(vice: James Holthaus,
retired)

Douglas Goodin

(vice: Joseph Asaro,
aptd. H51)

Rod Bennett

(vice: Lorrie Kalos,
H30 to H51)

Philip Kelber

(vice: Keith Calden,
retired)

Gary Leal

(vice: Pending Selection)

H) Probationary Appointments (Removed from Consent Calendar - see pages 21-24)

Reporting the following PROBATIONARY appointments:

EFFECTIVE DATE - DECEMBER 12, 1998

H20 Lieutenant

Zachary Pumphrey

(vice: Victor Pagan,
H30 to H40)

Dennis Zouzouris

(vice: Gary Dale,
H30, retired)

3. CONSENT CALENDAR

H) Probationary Appointments (Continued)
(Removed from Consent Calendar)

Glenn Ortiz-Schuldt
(vice: New H20 Position,
1998-99)

Richard Busalacchi
(vice: Michael Kearney,
H30 to H40)

Clyde Christobal
(vice: Ray Tomasello,
H30 to H40)

Lonnie Magnusen
(vice: Philip Garcia,
H30 to H40)

Nikki Griffey
(vice: Charles Vetrano,
retired)

Gary Caulfield
(vice: Wayne Lile,
H30, retired)

I) Permanent Exempt Appointments

Reporting the following PERMANENT EXEMPT appointments:

EFFECTIVE DATE - OCTOBER 31, 1998

2522 Paramedic

Sean Parkin
(vice: Position created
mid-year)

Michael Day
(vice: Position created
mid-year)

Kirt Thomason
(vice: Position created
mid-year)

EFFECTIVE DATE - NOVEMBER 14, 1998

Andrew P. Logan
(vice: Position created
mid-year)

James Green
(vice: Position created
mid-year)

Joel Newton
(vice: Position created
mid-year)

Christopher Heuerman
(vice: Position created
mid-year)

Robert Groesbeck
(vice: Position created
mid-year)

Nathan Shapiro
(vice: Position created
mid-year)

3. CONSENT CALENDAR

J) Provisional Appointment

Reporting the following PROVISIONAL appointment:

1071 IS Manager

Michael Taylor
(vice: self; reclass. from
1880 Chief of Systems
per IS Study)

K) Suspension

Reporting suspension of 1220 Payroll Clerk
Eunice Booker, for five calendar days,
November 16, 17, 18, 19 and 20, 1998, for
violation of the Rules and Regulations
as follows:

- Section 3915 - Proper Behavior
Section 3919 - Unacceptable Language
Section 3920 - Violence

L) Leaves of Absence

Submitting requests for leaves of absence with pay for the following:

Captain Garry L. Bradford, Bureau of Equipment, for three days, December 13 through 15, 1998, in order to travel to Ephrata, Pennsylvania, for final inspection of two aerial ladder trucks at Ladder Towers Incorporated. There is no cost to the City. All expenses will be paid by LTI. Captain Bradford will not be replaced.

T/Paramedic Captain Peter Howes, EMS Division, Special Operations, for six days, November 29 through December 4, 1998, in order to attend a CSTI course on Managing Sustained Operations. Transportation and lodging as well as cost for the seminar will be covered by T/Paramedic Captain Howes. He will not be replaced.

3. CONSENT CALENDAR

L) Leaves of Absence (Continued)

EMS Section Chief Robert Navarro, EMS Division, In-Service Training, and T/Paramedic Captain Peter Howes, EMS Division, Special Operations, for one day, November 17, 1998, to attend the Metropolitan Medical Task Force (MMTF) Exercise, in Los Angeles, California. All expenses will be paid by Section Chief Navarro and T/Paramedic Chief Howes. They will not be replaced.

M) Leave of Absence

Submitting request for leave of absence without pay from H1 Fire Rescue Paramedic Thomas Rohan, for two months and five days (family care), September 27 through December 1, 1998.

N) Death

Reporting, with regret, the death of Firefighter Gerald Engler, Communications Center. Firefighter Engler died while undergoing surgery on November 17, 1998.

O) Accidents

Submitting reports and recommendations of the Accident Committee regarding the following accidents:

	Accident No. _____	Date _____	Serial No. _____	Category _____	Recommendation _____
Engine 40	98-9-086	10-14-98	570	B	Bill
Off: Capt. Khairul Ali; Drv: FF Carissa O'Kelly					

Cause: Eng 40, while proceeding to an incident with red lights and siren, crossed the intersection against a red light and was struck by a civilian vehicle which failed to heed Eng 40's siren

3. CONSENT CALENDAR

O) Accidents (Continued)

B.O.E. 98-9-087 10-30-98 934 B Bill
Drv: FF James Kenyon

Cause: While parked - A Muni bus pulled out from a stop and struck the BOE vehicle which was parked

Engine 1 98-9-088 10-31-98 501 A File
Off: Capt. Richard McGee; Drv: FF Kevin Salas

Cause: Improper hose load - Eng 1, while responding to an incident, lost its right readyline which struck six vehicles

Engine 8 98-9-089 11-01-98 512 A File
Off: T/Lt. Kerby Lau; Drv: FF Thomas Feeney

Cause: Misjudged clearance - Eng 8, while backing up at a medical incident, struck a low pressure hydrant; no guides were posted as they were assisting with patient care

C.D. 1 98-9-090 11-08-98 407 A File
Drv: T/CA Arnold Woo

Cause: Misjudged clearance - CD1, while backing into quarters, grazed the garage entrance, damaging right mirror

Medic 81 98-9-091 11-14-98 706 A File
Drv: Paramedic Nathan Shapiro

Cause: Misjudged clearance - Medic 81, while exiting Communications Center, grazed a concrete column in the parking lot

Engine 12 98-9-092 11-15-98 593 A File
Off: Capt. Daniel Murphy; Drv: FF Michael O'Leary

Cause: Inattention - Eng 12 moved from the hydrant without disconnecting the soft suction from the hydrant

B.F.P. 98-9-093 11-17-98 024 B Bill
Drv: Inspector Therese Gee

Cause: Rear end collision - BFP vehicle, while stopped, was struck from behind by another vehicle

3. CONSENT CALENDAR

O) Accidents (Continued)

Engine 20 98-9-094 11-17-98 582 B Bill
Off: Lt. Michael Jones; Drv: FF Maurice Thouvenin

Cause: Misjudged clearance - Eng 20, while making a right
turn, struck an illegally parked car

Engine 1 98-9-095 11-18-98 513 A File
Off: T/Lt. John Hanley; Drv: FF Stanley Lee

Cause: Eng 1, while responding to an alarm and making a
right hand turn, grazed a vehicle which had pulled
over to allow Eng 1 to pass

Medic 5 98-9-096 11-20-98 705 B File
Drv: Fire Rescue Paramedic Robert Payne

Cause: Hit and run - Medic 5, while parked at a hospital,
was struck by a hit and run vehicle

Note:

Category A - An accident which has occurred because of inattention
to vehicle operator's and/or officer's responsibilities
or because of misjudgment of clearance in operating
apparatus near stationary objects.

Category B - An accident in which fire department personnel exercised
reasonable judgment and precautions, exhibited good
apparatus operator's and officer's skills and observed
all state, local and fire department statutes,
ordinances and rules.

Category C - An accident which has occurred because of apparatus
operator's misjudgment of clearance, deficiency in
defensive driving techniques, or failure to anticipate
other vehicle's movements.

P) Unlitigated Claims

Submitting report from City Attorney's Office
on unlitigated claims for October, 1998:

Name of Claimant	Claim Amount Filed/Paid	Accident Number/ Category/Unit	Date of Accident
Patricia Pedersen	\$5,000.00/\$3,415.00	97-8-054 (C) BFP	10-01-97

3. CONSENT CALENDAR

P) Unlitigated Claims (Continued)

Cole Rowan	658.93	97-8-116 (A)	Eng 24	12-20-97
Min Hai Cai	2,755.37/ 2,205.00	97-8-196 (A)	Eng 16	04-14-98
Calvin Yu	1,521.97	97-8-197 (C)	Eng 42	04-17-98
Jennifer Brisco	2,097.21/ 2,932.46	97-8-199 (A)	Eng 24	04-19-98
Alberto Guzman	541.27	97-8-218 (A)	Eng 11	05-09-98
Yong Kang Feng	1,300.00/ 1,130.83	98-9-022 (A)	Eng 2	08-07-98

Q) Physician's Report

Submitting biweekly report of Fire Department Physician concerning disability injuries, October 17 through October 30, 1998.

R) Temporary Appointments

Reporting having made 392 temporary appointments October 17 through October 30, 1998.

Commissioner Roeca moved and Commissioner Soulis seconded. There were no questions or discussion and Items "A" through "R" with the exception of "G" and "H" on the Consent Calendar were approved or ordered filed as appropriate.

3. CONSENT CALENDAR

R) Temporary Appointments (Continued)

Report having made 392 temporary appointments during Payroll Period October 17 through October 30, 1998.

NAME	Present RANK	Higher RANK	NO.OF DAYS WORKED	DATES
ASARO JOSEPH	0040	0050	10	10/19/98
BARBANO MARK J	0040	0050	1	10/30/98
BOUDOURES ROBERT G	0040	0050	2	10/27/98
BOUDOURES ROBERT G	0040	0050	2	10/18/98
BRACCO RICHARD D	0040	0050	2	10/28/98
BRACCO RICHARD D	0040	0050	2	10/25/98
BRACCO RICHARD D	0040	0050	1	10/17/98
CARDINALE FRANK T	0040	0050	3	10/17/98
FERRY JAMES C	0040	0050	2	10/23/98
FRISELLA DAVID A	0040	0050	8	10/20/98
JONES PAUL D	0040	0050	1	10/30/98
JONES PAUL D	0040	0050	2	10/18/98
LO JOHNNY ROBERT	0040	0050	2	10/28/98
MAZEAU JOSEPH J	0040	0050	2	10/22/98
MAZEAU JOSEPH J	0040	0050	2	10/19/98
MILES WILLIAM E	0040	0050	2	10/20/98
TRAVERSARO JOHN M	0040	0050	2	10/17/98
BENNETT ROD L	0030	0040	1	10/30/98
BENNETT ROD L	0030	0040	2	10/24/98
BENNETT ROD L	0030	0040	2	10/21/98
BENNETT ROD L	0030	0040	2	10/18/98
CARLOMAGNO JOSEPH	0030	0040	2	10/19/98
CHIN PAUL H	0030	0040	2	10/23/98
GONZALES MARCUS A	0030	0040	2	10/26/98
GONZALES MARCUS A	0030	0040	2	10/17/98
GOODIN DOUGLAS L	0030	0040	2	10/28/98
GOODIN DOUGLAS L	0030	0040	2	10/25/98
GOODIN DOUGLAS L	0030	0040	2	10/22/98
HAYES WHITE JOANNE	0030	0040	8	10/19/98
LEAL GARY S	0030	0040	2	10/26/98
LEAL GARY S	0030	0040	2	10/23/98
LEAL GARY S	0030	0040	2	10/20/98
LEAL GARY S	0030	0040	2	10/17/98
MASSETANI GARY	0030	0040	10	10/19/98
MCLAUGHLIN PATRICK	0030	0040	2	10/28/98
MCLAUGHLIN PATRICK	0030	0040	2	10/25/98
MCLAUGHLIN PATRICK	0030	0040	2	10/22/98
MCLAUGHLIN PATRICK	0030	0040	3	10/17/98
NOLAN VINCENT J	0030	0040	2	10/18/98

3. CONSENT CALENDAR

R) Temporary Appointments (Continued)

PEEFF JOHN T	0030	0040	2	10/29/98	10/30/98
PEEFF JOHN T	0030	0040	2	10/20/98	10/21/98
ROYBAL PETER D	0030	0040	6	10/22/98	10/29/98
ROYBAL PETER D	0030	0040	1	10/17/98	10/17/98
SIRAGUSA THOMAS A	0030	0040	2	10/29/98	10/30/98
STEFANI ANTHONY R	0030	0040	2	10/29/98	10/30/98
WILHELM ROGER J	0030	0040	2	10/28/98	10/29/98
WILHELM ROGER J	0030	0040	1	10/17/98	10/17/98
FARRIS KENNETH	0030	0039	10	10/19/98	10/30/98
KOCHEVAR RICHARD	0030	0039	8	10/19/98	10/29/98
RYAN THOMAS	0030	0039	10	10/19/98	10/30/98
ANDERSEN DAVID	0001	0033	7	10/17/98	10/29/98
STOREY ERIC	0001	0033	7	10/18/98	10/30/98
TONG SANDY	0001	0033	6	10/20/98	10/30/98
AHERN JOHN W	0020	0030	4	10/25/98	10/29/98
AHUMADA MICHAEL R	0020	0030	5	10/17/98	10/26/98
ARTEMOFF GEORGE S	0020	0030	2	10/29/98	10/30/98
ARTEMOFF GEORGE S	0020	0030	2	10/23/98	10/24/98
BARAONA EUGENE A	0020	0030	2	10/27/98	10/28/98
BARAONA EUGENE A	0020	0030	2	10/24/98	10/25/98
BARAONA EUGENE A	0020	0030	4	10/18/98	10/22/98
BARTELS WILLIAM J	0020	0030	2	10/29/98	10/30/98
BARTELS WILLIAM J	0020	0030	2	10/20/98	10/21/98
BARTELS WILLIAM J	0020	0030	2	10/17/98	10/18/98
BATISTE WALTER D	0020	0030	2	10/28/98	10/29/98
BATISTE WALTER D	0020	0030	2	10/22/98	10/23/98
BATISTE WALTER D	0020	0030	2	10/19/98	10/20/98
BONNIE WM SCOTLAND	0020	0030	4	10/26/98	10/30/98
BONNIE WM SCOTLAND	0020	0030	2	10/23/98	10/24/98
BONNIE WM SCOTLAND	0020	0030	2	10/20/98	10/21/98
BONNIE WM SCOTLAND	0020	0030	2	10/17/98	10/18/98
CAREY JAMES M	0020	0030	2	10/24/98	10/25/98
CARROLL DAVID A	0020	0030	2	10/24/98	10/25/98
CASSIDY STEPHEN H	0020	0030	4	10/22/98	10/26/98
CASTAGNOLA MICHAEL	0020	0030	2	10/25/98	10/26/98
CONNORS JAMES M	0020	0030	2	10/26/98	10/27/98
CUNNIE MICHAEL J	0020	0030	1	10/30/98	10/30/98
CUNNIE MICHAEL J	0020	0030	2	10/18/98	10/19/98
DITO AUSTIN M	0020	0030	2	10/25/98	10/26/98
DITO AUSTIN M	0020	0030	3	10/17/98	10/20/98
EBERT MICHAEL R	0020	0030	2	10/23/98	10/24/98
ERLER RUDOLPH L	0020	0030	2	10/18/98	10/19/98
FORBES JOHN J III	0020	0030	2	10/19/98	10/20/98
FRANKLIN DAVID	0020	0030	10	10/19/98	10/30/98
FREDIANI DONALD L	0020	0030	4	10/20/98	10/24/98
GALLEGOS THOMAS M	0020	0030	2	10/18/98	10/19/98

3. CONSENT CALENDAR

R) Temporary Appointments (Continued)

GARCIA GEORGE H JR	0020	0030	8	10/20/98	10/30/98
GUTIERREZ RICHARD	0020	0030	3	10/27/98	10/30/98
GUTIERREZ RICHARD	0020	0030	4	10/18/98	10/22/98
HANSEN JERRY E	0020	0030	2	10/28/98	10/29/98
HANSEN JERRY E	0020	0030	2	10/25/98	10/26/98
HANSEN JERRY E	0020	0030	2	10/19/98	10/20/98
HUBBARD FRED A	0020	0030	2	10/24/98	10/25/98
JOHNSON MARK JEFFREY	0020	0030	2	10/23/98	10/24/98
JONES MICHAEL	0020	0030	4	10/26/98	10/30/98
JONES MICHAEL	0020	0030	2	10/23/98	10/24/98
JONES MICHAEL	0020	0030	2	10/20/98	10/21/98
JONES WINONA M	0020	0030	2	10/24/98	10/25/98
JONES WINONA M	0020	0030	2	10/18/98	10/19/98
KELLY THOMAS J	0020	0030	1	10/17/98	10/17/98
KIM ROBERT	0020	0030	2	10/17/98	10/18/98
KING ALEXANDER M	0020	0030	2	10/24/98	10/25/98
LAUER RICHARD L	0020	0030	4	10/26/98	10/30/98
LAUER RICHARD L	0020	0030	2	10/23/98	10/24/98
LAUER RICHARD L	0020	0030	2	10/17/98	10/18/98
LEE JAMES J	0020	0030	7	10/17/98	10/29/98
LEONARD ALLAN J	0020	0030	2	10/28/98	10/29/98
LEONARD ALLAN J	0020	0030	1	10/17/98	10/17/98
LIGGINS EDWARD JR	0020	0030	2	10/29/98	10/30/98
LIGGINS EDWARD JR	0020	0030	2	10/26/98	10/27/98
LIGGINS EDWARD JR	0020	0030	2	10/23/98	10/24/98
LIGGINS EDWARD JR	0020	0030	2	10/17/98	10/18/98
MCHUGH JAMES E	0020	0030	3	10/27/98	10/30/98
MCHUGH JAMES E	0020	0030	2	10/21/98	10/22/98
MOLINARI ROBERT M	0020	0030	2	10/28/98	10/29/98
MOLINARI ROBERT M	0020	0030	3	10/17/98	10/20/98
MONTAGUE GARY M	0020	0030	3	10/27/98	10/30/98
MONTAGUE GARY M	0020	0030	2	10/24/98	10/25/98
OCANNOR JAMES J	0020	0030	2	10/28/98	10/29/98
OCANNOR JAMES J	0020	0030	2	10/25/98	10/26/98
OCANNOR JAMES J	0020	0030	2	10/22/98	10/23/98
OCANNOR JAMES J	0020	0030	3	10/17/98	10/20/98
PINKARD HARRY T	0020	0030	1	10/30/98	10/30/98
PINKARD HARRY T	0020	0030	2	10/21/98	10/22/98
PLESCIA MATTHEW V	0020	0030	2	10/21/98	10/22/98
PLESCIA MATTHEW V	0020	0030	2	10/18/98	10/19/98
RELEI ROBERT E	0020	0030	2	10/23/98	10/24/98
ROBINSON RICHARD	0020	0030	2	10/19/98	10/20/98
ROSS MARTY A	0020	0030	2	10/29/98	10/30/98
ROSS MARTY A	0020	0030	2	10/26/98	10/27/98
ROSS MARTY A	0020	0030	4	10/17/98	10/21/98
SHERIDAN REID K	0020	0030	2	10/18/98	10/19/98
SMITH STEPHEN C	0020	0030	1	10/17/98	10/17/98
SOULE ANTHONY P	0020	0030	6	10/22/98	10/29/98
SOULE ANTHONY P	0020	0030	3	10/17/98	10/20/98

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R) Temporary Appointments (Continued)

STEWART GREGORY	0020	0030	2	10/21/98	10/22/98
VASQUEZ MANUEL M	0020	0030	2	10/22/98	10/23/98
WALSH FREDERICK C	0020	0030	2	10/29/98	10/30/98
WALSH FREDERICK C	0020	0030	2	10/22/98	10/23/98
WALSH FREDERICK C	0020	0030	2	10/19/98	10/20/98
BANFORD ETHAN	0020	0028	10	10/19/98	10/30/98
CASTELLANOS RUDOLPH	0020	0028	10	10/19/98	10/30/98
DEA EDMUND	0020	0028	10	10/19/98	10/30/98
FIELDS MONICA	0020	0028	8	10/19/98	10/30/98
HALE REX	0020	0028	10	10/19/98	10/30/98
HIGGINS JOSEPH	0020	0028	10	10/19/98	10/30/98
JONES GREGORY	0020	0028	10	10/19/98	10/30/98
LABRADO RUDOLPH	0020	0028	10	10/19/98	10/30/98
MCGREGOR RAEMONA	0020	0028	10	10/19/98	10/30/98
WILSON JOSEPH	0020	0028	9	10/19/98	10/30/98
CHAN WING CHUNG	0010	0020	2	10/27/98	10/28/98
CHAN WING CHUNG	0010	0020	2	10/24/98	10/25/98
CHAN WING CHUNG	0010	0020	2	10/21/98	10/22/98
CHAN WING CHUNG	0010	0020	2	10/18/98	10/19/98
FERRANDO JOHN J	0010	0020	2	10/19/98	10/20/98
GRIFFEY NIKKI P	0010	0020	7	10/20/98	10/30/98
LEONARD JAMES E	0010	0020	1	10/30/98	10/30/98
LEONARD JAMES E	0010	0020	2	10/21/98	10/22/98
LEONARD JAMES E	0010	0020	2	10/18/98	10/19/98
MORRISON JOSEPH	0010	0020	2	10/24/98	10/25/98
MORRISON JOSEPH	0010	0020	2	10/18/98	10/19/98
OWEN KENNETH H	0010	0020	1	10/20/98	10/20/98
OWYANG GREGORY	0002	0020	8	10/19/98	10/29/98
VANDERVEENET JOHN	0010	0020	8	10/19/98	10/29/98
CORREA ANTONIO	0004	0022	8	10/19/98	10/29/98
KELLER SCOTT A	0003	0020	2	10/24/98	10/25/98
BACCIOCCO LOUIS F	0002	0020	3	10/27/98	10/30/98
BACCIOCCO LOUIS F	0002	0020	2	10/24/98	10/25/98
BACCIOCCO LOUIS F	0002	0020	2	10/21/98	10/22/98
BACCIOCCO LOUIS F	0002	0020	2	10/18/98	10/19/98
BAILON THOMAS R	0002	0020	2	10/29/98	10/30/98
BAILON THOMAS R	0002	0020	2	10/26/98	10/27/98
BAILON THOMAS R	0002	0020	2	10/23/98	10/24/98
BAILON THOMAS R	0002	0020	2	10/20/98	10/21/98
BALMY ALEC MICHAEL	0002	0020	1	10/30/98	10/30/98
BALMY ALEC MICHAEL	0002	0020	2	10/24/98	10/25/98
BALMY ALEC MICHAEL	0002	0020	4	10/18/98	10/22/98

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R) Temporary Appointments (Continued)

BECKERLEY JOHN G	0002				
BECKERLEY JOHN G	0002	0020	1	10/30/98	10/30/98
BECKERLEY JOHN G	0002	0020	2	10/24/98	10/25/98
BERTOLLO WALTER R	0002	0020	4	10/18/98	10/22/98
BERTOLLO WALTER R	0002	0020	2	10/28/98	10/29/98
BLACKBURN ROBERT G	0002	0020	3	10/17/98	10/20/98
BLAKE RICHARD A	0002	0020	2	10/17/98	10/18/98
BOTELHO ERIC J	0002	0020	2	10/19/98	10/20/98
BULLWINKEL GEORGE	0002	0020	2	10/28/98	10/29/98
BUSALACCHI RICHARD	0002	0020	1	10/17/98	10/17/98
CARTER THEODORE R	0002	0020	7	10/17/98	10/29/98
CHARLTON MICHAEL B	0002	0020	2	10/24/98	10/25/98
CHAVEZ DAVID JOSEPH	0002	0020	9	10/18/98	10/30/98
CHU EDWARD Y	0002	0020	2	10/24/98	10/25/98
CHU EDWARD Y	0002	0020	3	10/27/98	10/30/98
COE SARA	0002	0020	4	10/18/98	10/22/98
COFFEY STEPHEN P	0002	0020	2	10/28/98	10/29/98
COTTON MICHAEL A	0002	0020	8	10/20/98	10/30/98
COTTRELL PETER	0002	0020	2	10/24/98	10/25/98
CRAWFORD PAUL CARL	0002	0020	5	10/22/98	10/30/98
CRAWFORD PAUL CARL	0002	0020	2	10/25/98	10/26/98
CUNNANE JAMES P	0002	0020	3	10/17/98	10/20/98
DAWLEY DAVID	0002	0020	4	10/25/98	10/29/98
DELANE MICHAEL W	0002	0020	2	10/19/98	10/20/98
DELANE MICHAEL W	0002	0020	2	10/25/98	10/26/98
DIAZ CHRISTOPHER A	0002	0020	2	10/22/98	10/23/98
DICKERSON WILLIAM	0002	0020	4	10/17/98	10/24/98
DICKERSON WILLIAM	0002	0020	2	10/28/98	10/29/98
DILUZIO JOHN A	0002	0020	4	10/19/98	10/23/98
DOBSHINSKY JOHN	0002	0020	5	10/17/98	10/23/98
DONNELLY RAYMOND J	0002	0020	2	10/19/98	10/20/98
DONNELLY RAYMOND J	0002	0020	2	10/29/98	10/30/98
DUNN GERALD R	0002	0020	2	10/26/98	10/27/98
ENGLER GERALD	0002	0020	8	10/20/98	10/30/98
FARAC STEPHEN N	0002	0020	7	10/18/98	10/30/98
FAUSS MICHAEL	0002	0020	2	10/18/98	10/19/98
GALLAGHER PETER J	0002	0020	2	10/19/98	10/20/98
GALLAGHER PETER J	0002	0020	4	10/26/98	10/30/98
GALLAGHER PETER J	0002	0020	2	10/23/98	10/24/98
GISSLER JACK A	0002	0020	2	10/17/98	10/18/98
GISSLER JACK A	0002	0020	2	10/28/98	10/29/98
GISSLER JACK A	0002	0020	2	10/22/98	10/23/98
GOGGIN DONALD JAMES	0002	0020	3	10/17/98	10/20/98
GREGORY STEPHAN H	0002	0020	3	10/27/98	10/30/98
GREGORY STEPHAN H	0002	0020	2	10/29/98	10/30/98
GREGORY STEPHAN H	0002	0020	2	10/26/98	10/27/98
GRIMESEY PATRICK E	0002	0020	2	10/23/98	10/24/98
GRIMESEY PATRICK E	0002	0020	3	10/27/98	10/30/98
GRIMESEY PATRICK E	0002	0020	2	10/24/98	10/25/98
GRIMESEY PATRICK E	0002	0020	4	10/18/98	10/22/98

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R) Temporary Appointments (Continued)

HANLEY JOHN F	0002	0020	2	10/27/98	10/28/98
HANLEY JOHN F	0002	0020	2	10/21/98	10/22/98
HANLEY JOHN F	0002	0020	2	10/18/98	10/19/98
HERRERA RUBEN	0002	0020	2	10/24/98	10/25/98
HERRERA RUBEN	0002	0020	2	10/18/98	10/19/98
HILL STEVEN H	0002	0020	2	10/26/98	10/27/98
HOGAN WILLIAM D	0002	0020	2	10/21/98	10/22/98
HOGAN WILLIAM D	0002	0020	2	10/18/98	10/19/98
HUPKE KENNETH W	0002	0020	2	10/17/98	10/18/98
HURTADO VICTOR GABRIEL	0002	0020	2	10/23/98	10/24/98
HURTADO VICTOR GABRIEL	0002	0020	2	10/20/98	10/21/98
HURTADO VICTOR GABRIEL	0002	0020	2	10/17/98	10/18/98
JACKSON ROBERT C	0002	0020	2	10/24/98	10/25/98
JOHNSON MARK J	0002	0020	2	10/27/98	10/28/98
JOHNSON MARK J	0002	0020	4	10/18/98	10/22/98
KANE MARK E	0002	0020	2	10/25/98	10/26/98
KANE MARK E	0002	0020	2	10/19/98	10/20/98
KANNISTO RICHARD A	0002	0020	2	10/26/98	10/27/98
KANNISTO RICHARD A	0002	0020	2	10/23/98	10/24/98
KEOHANE JERRY E	0002	0020	1	10/28/98	10/28/98
KEOHANE JERRY E	0002	0020	2	10/18/98	10/19/98
KING JOSEPH L	0002	0020	2	10/29/98	10/30/98
KING JOSEPH L	0002	0020	2	10/23/98	10/24/98
KING JOSEPH L	0002	0020	2	10/17/98	10/18/98
KNIGHT ROHAN	0002	0020	2	10/29/98	10/30/98
KNIGHT ROHAN	0002	0020	4	10/23/98	10/27/98
KNIGHT ROHAN	0002	0020	2	10/20/98	10/21/98
KOENIG WILLIAM G	0002	0020	3	10/27/98	10/30/98
KOENIG WILLIAM G	0002	0020	2	10/24/98	10/25/98
KOENIG WILLIAM G	0002	0020	4	10/18/98	10/22/98
LAU KERBY	0002	0020	2	10/29/98	10/30/98
LAU KERBY	0002	0020	2	10/26/98	10/27/98
LAU KERBY	0002	0020	2	10/23/98	10/24/98
LEE SONNY JAK	0002	0020	6	10/20/98	10/27/98
MAGNUSEN LONNIE H	0002	0020	4	10/17/98	10/21/98
MARTINEZ ANTHONY DAMON	0002	0020	2	10/28/98	10/29/98
MARTINEZ ANTHONY DAMON	0002	0020	2	10/25/98	10/26/98
MCCOY JOHN	0002	0020	2	10/18/98	10/19/98
MCHUGH PAUL M	0002	0020	2	10/25/98	10/26/98
MCHUGH PAUL M	0002	0020	2	10/22/98	10/23/98
MCHUGH PAUL M	0002	0020	3	10/17/98	10/20/98
MERRILL CLIFTON D	0002	0020	2	10/23/98	10/24/98
MERRILL CLIFTON D	0002	0020	2	10/20/98	10/21/98
MIELKE ROBERT T	0002	0020	6	10/23/98	10/30/98
MIELKE ROBERT T	0002	0020	2	10/20/98	10/21/98
MIELKE ROBERT T	0002	0020	2	10/17/98	10/18/98
MULHAIR LESLIE K	0002	0020	3	10/27/98	10/30/98
MULHAIR LESLIE K	0002	0020	4	10/21/98	10/25/98

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R) Temporary Appointments (Continued)

OLEARY MICHAEL E	0002	0020	2	10/26/98	10/27/98
OLEARY MICHAEL E	0002	0020	2	10/20/98	10/21/98
OLEARY MICHAEL E	0002	0020	2	10/17/98	10/18/98
OSULLIVAN KEVIN EDWARD	0002	0020	2	10/28/98	10/29/98
OSULLIVAN KEVIN EDWARD	0002	0020	2	10/25/98	10/26/98
OSULLIVAN KEVIN EDWARD	0002	0020	2	10/22/98	10/23/98
OSULLIVAN KEVIN EDWARD	0002	0020	3	10/17/98	10/20/98
PARATLEY ANITA DAWN	0002	0020	2	10/28/98	10/29/98
PARATLEY ANITA DAWN	0002	0020	2	10/25/98	10/26/98
PARATLEY ANITA DAWN	0002	0020	2	10/19/98	10/20/98
PARENT JOHN C	0002	0020	2	10/17/98	10/18/98
PAUL ALLAN R	0002	0020	2	10/28/98	10/29/98
PAUL ALLAN R	0002	0020	2	10/24/98	10/25/98
PAUL ALLAN R	0002	0020	2	10/17/98	10/18/98
PUMPHREY ZACHARY WILLIAMS	0002	0020	10	10/17/98	10/30/98
BITTER DAVID C	0002	0020	2	10/25/98	10/26/98
RUSSELL DAVID EDWARD	0002	0020	2	10/28/98	10/29/98
SALA SIULAGI L	0002	0020	4	10/26/98	10/30/98
SALA SIULAGI L	0002	0020	2	10/17/98	10/18/98
SATO JOEL	0002	0020	2	10/18/98	10/19/98
SCHRIK JAMES J	0002	0020	2	10/24/98	10/25/98
SERPA ANTHONY J	0002	0020	2	10/22/98	10/23/98
SERPA ANTHONY J	0002	0020	3	10/17/98	10/20/98
SKAIN PATRICK M	0002	0020	4	10/26/98	10/30/98
SLATTERY RICHARD F	0002	0020	3	10/27/98	10/30/98
SLATTERY RICHARD F	0002	0020	2	10/24/98	10/25/98
SLATTERY RICHARD F	0002	0020	2	10/18/98	10/19/98
STORTI WILLIAM OLIVER	0002	0020	2	10/25/98	10/26/98
STORTI WILLIAM OLIVER	0002	0020	2	10/22/98	10/23/98
SULLIVAN DENNIS WILLIAM	0002	0020	2	10/29/98	10/30/98
SULLIVAN DENNIS WILLIAM	0002	0020	2	10/26/98	10/27/98
SULLIVAN DENNIS WILLIAM	0002	0020	2	10/23/98	10/24/98
SULLIVAN DENNIS WILLIAM	0002	0020	2	10/20/98	10/21/98
SUN DAVID	0002	0020	2	10/24/98	10/25/98
SUN DAVID	0002	0020	2	10/18/98	10/19/98
URQUIAGA PAUL THOMAS	0002	0020	2	10/17/98	10/18/98
WETTELAND PATRICK	0002	0020	2	10/20/98	10/21/98
WINSLOW ROBERT EDWARD	0002	0020	3	10/27/98	10/30/98
WINSLOW ROBERT EDWARD	0002	0020	2	10/24/98	10/25/98
WONG SUEON F	0002	0020	2	10/27/98	10/28/98
WONG SUEON F	0002	0020	2	10/24/98	10/25/98
WONG SUEON F	0002	0020	2	10/21/98	10/22/98
WONG SUEON F	0002	0020	2	10/18/98	10/19/98
WYRSCH VICTOR HERMAN	0002	0020	7	10/17/98	10/29/98
ZOUZOUNIS DENNIS J	0002	0020	9	10/17/98	10/29/98
WONG JEFFREY	0002	0016	7	10/22/98	10/30/98
CABA NORMAN J	0003	0010	2	10/19/98	10/20/98

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R) Temporary Appointments (Continued)

ALEXANDER ALEXANDRA C	0002	0010	3	10/27/98	10/30/98
ALEXANDER ALEXANDRA C	0002	0010	2	10/23/98	10/24/98
ALEXANDER ALEXANDRA C	0002	0010	3	10/17/98	10/21/98
AUSTIN KATHY A	0002	0010	2	10/24/98	10/25/98
AUSTIN KATHY A	0002	0010	2	10/18/98	10/19/98
BIAGINI DANIEL	0002	0010	9	10/18/98	10/30/98
CARDINALE KATHRYN M C	0002	0010	2	10/24/98	10/25/98
CARDINALE KATHRYN M C	0002	0010	2	10/21/98	10/22/98
CELONA MICHAEL	0002	0010	6	10/23/98	10/30/98
CELONA MICHAEL	0002	0010	2	10/17/98	10/18/98
CUFFE FRANK	0002	0010	7	10/18/98	10/30/98
FAUSS MICHAEL	0002	0010	1	10/17/98	10/17/98
FERRY MICHAEL DUNNING	0002	0010	2	10/22/98	10/23/98
GHILARDI EDWARD	0002	0010	4	10/25/98	10/29/98
GORDON DAVID	0002	0010	6	10/20/98	10/28/98
HALL JAMES NMI	0002	0010	3	10/27/98	10/30/98
HALL JAMES NMI	0002	0010	2	10/21/98	10/22/98
HALL JAMES NMI	0002	0010	2	10/18/98	10/19/98
HARRIS LEONARDO	0002	0010	6	10/19/98	10/27/98
HIGGINS PATRICK BERNARD	0002	0010	2	10/24/98	10/25/98
HUDNALL JOHN	0002	0010	1	10/30/98	10/30/98
JAMES ROBERT	0002	0010	8	10/17/98	10/27/98
JOHNSON DAVID A	0002	0010	9	10/17/98	10/29/98
KARWANNY GEORGE	0002	0010	8	10/18/98	10/28/98
JONES HELEN MICHELLE	0002	0010	2	10/23/98	10/24/98
JONES HELEN MICHELLE	0002	0010	2	10/20/98	10/21/98
KARWANNY GEORGE	0002	0010	8	10/18/98	10/28/98
KYONO BRIAN	0002	0010	1	10/30/98	10/30/98
LERNA MELISSA MARIE	0002	0010	2	10/26/98	10/27/98
LERMA MELISSA MARIE	0002	0010	4	10/17/98	10/21/98
MACIAS MARK LUIS	0002	0010	2	10/22/98	10/23/98
MATEIK ROBERT	0002	0010	2	10/17/98	10/18/98
MONTERO RUBEN	0002	0010	2	10/18/98	10/19/98
OBRIEN LARRY R	0002	0010	2	10/19/98	10/20/98
ONEILL DENNIS WILLIAM	0002	0010	2	10/28/98	10/29/98
PAIGE JOEL BARRY	0002	0010	1	10/28/98	10/28/98
PAMPANIN VINCENT	0002	0010	5	10/18/98	10/30/98
PAUL ALLAN Y	0002	0010	2	10/21/98	10/22/98
POSEY ALLEN MICHAEL	0002	0010	2	10/29/98	10/30/98
REYES CRISTEO A	0002	0010	2	10/22/98	10/23/98
RIVERA ANTHONY	0002	0010	1	10/30/98	10/30/98
ROBINSON RONALD	0002	0010	7	10/18/98	10/30/98
SCOLA MATTHEW J	0002	0010	2	10/19/98	10/20/98
TALMADGE MELINDA ANNETTE	0002	0010	2	10/29/98	10/30/98
TALMADGE MELINDA ANNETTE	0002	0010	2	10/17/98	10/18/98
URQUIAGA PAUL	0002	0010	2	10/23/98	10/24/98
VENTURI LEONARD J	0002	0010	2	10/19/98	10/20/98
VERANT ROGGER	0002	0010	8	10/18/98	10/28/98

3. CONSENT CALENDAR

R) Temporary Appointments (Continued)

WON JOHN	0002	0010	7	10/18/98	10/30/98
WOO ARNOLD P	0002	0010	7	10/18/98	10/30/98
WU ALLEN SUNNY	0002	0010	6	10/19/98	10/29/98
BORTMAS DARREN	0002	0003	4	10/20/98	10/24/98
FEWELL TIMOTHY	0002	0003	4	10/20/98	10/24/98
KELLER SCOTT	0002	0003	2	10/27/98	10/28/98
REYNAUD ALAN	0002	0003	2	10/17/98	10/18/98
SIGUENZA PABLO	0002	0003	5	10/17/98	10/26/98
ALBOFF GEORGE	0006	0024	8	10/20/98	10/30/98
CARDER MARY	0002	0006	9	10/17/98	10/30/98
MCGUINN MARTY	0002	0006	8	10/17/98	10/30/98
SCANNELL JOSEPH	0002	0006	2	10/28/98	10/29/98
SCANNELL JOSEPH	0002	0006	1	10/17/98	10/17/98
THOMAS JENNIFER	0010	0006	9	10/18/98	10/30/98
VEGA PAUL	0010	0006	8	10/17/98	10/27/98
CEREGHINO KENNETH	0022	0032	8	10/20/98	10/30/98
LI ERNEST	0022	0032	6	10/19/98	10/29/98
SUDANO JOHN	0022	0032	7	10/20/98	10/30/98
BRAIDA MICHAEL	0004	0022	8	10/20/98	10/30/98
CORDES THOMAS	0004	0022	8	10/19/98	10/30/98
CORREA ANTONIO	0004	0022	8	10/19/98	10/30/98
CUTONE ROBERT	0004	0022	8	10/19/98	10/29/98
GRAFF JOSEPH	0004	0022	8	10/20/98	10/30/98
SCHEMBRI PETER	0006	0022	7	10/19/98	10/30/98
ARD GERALD -	0002	0004	7	10/20/98	10/30/98
ESTABEZ MICHAEL	0002	0004	7	10/19/98	10/30/98
GATES PRISCILLA	0002	0004	8	10/20/98	10/30/98
GUISTRON BRUCE	0002	0004	8	10/19/98	10/30/98
HONG CLIFTON	0002	0004	7	10/20/98	10/29/98
PIOMBO JOHN	0002	0004	7	10/20/98	10/30/98
ZARI GERALD	0002	0004	8	10/19/98	10/29/98
DISABILITY PAY					
MORAN MICHAEL	0040	0050	14	10/17/98	10/30/98
ALBANO RUSSELL	0030	0040	14	10/17/98	10/30/98
RONAN JOHN	0030	0040	14	10/17/98	10/30/98
BRODIE KENNETH	0020	0030	14	10/17/98	10/30/98
COBO MATIAS	0020	0030	14	10/17/98	10/30/98

3. CONSENT CALENDAR

R) Temporary Appointments (Continued)

OWEN KENNETH	0010	0020	10	10/21/98	10/30/98
WONG BARRY	0002	0020	14	10/17/98	10/30/98

WORKERS COMPENSATION

CERCOS JOHN	0030	0040	14	10/17/98	10/30/98
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3. CONSENT CALENDAR
(Items Removed)

G) Probationary Appointments

Reporting the following PROBATIONARY appointments:

EFFECTIVE DATE - DECEMBER 12, 1998

H40 Battalion Chief

Vincent Nolan
(vice: Albert Thuesen,
retired)

Lorrie Kalos
(vice: James Holthaus,
retired)

Douglas Goodin
(vice: Joseph Asaro,
apptd. H51)

Rod Bennett
(vice: Lorrie Kalos,
H30 to H51)

Philip Kelber
(vice: Keith Calden,
retired)

Gary Leal
(vice: Pending Selection)

H) Probationary Appointments

Reporting the following PROBATIONARY appointments:

EFFECTIVE DATE - DECEMBER 12, 1998

H20 Lieutenant

Zachary Pumphrey
(vice: Victor Pagan,
H30 to H40)

Dennis Zouzounis
(vice: Gary Dale,
H30, retired)

Glenn Ortiz-Schuldt
(vice: New H20 Position,
1998-99)

Lonnie Magnusen
(vice: Philip Garcia,
H30 to H40)

Richard Busalacchi
(vice: Michael Kearney,
H30 to H40)

Nikki Griffey
(vice: Charles Vetrano,
retired)

Clyde Christobal
(vice: Ray Tomasello,
H30 to H40)

Gary Caulfield
(vice: Wayne Lile,
H30, retired)

3. CONSENT CALENDAR
(Items Removed)

Secretary Connors read both items 3G) and 3H).

Mr. Hanley asked about Item 3G) - if Keith Calden (retired), the vice for Philip Kelber, was a Battalion Chief. Is that unusual, and could someone explain it.

Chief Demmons replied was that this Department for as long as he can remember, has the ability to temporarily exchange a position either upwards or downwards. In the past we TX'd some H50 Assistant Chief positions to Battalion Chief positions to promote eligibles off the Battalion Chief list. Mr. Hanley asked if it was something that happens all the time. Chief Demmons replied affirmatively.

Mr. Hanley directed the following question to Secretary Connors - Is this unusual? Mr. Connors replied that as the Chief accurately stated, the most recent example was the four H50 Assistant Chief positions which were TX'd to four H40 Battalion Chief positions. Whenever there is a vacant position and you want to make appointments to fill vacancies you may use those positions and TX'd them, as the Chief said, either up or down. It is a funding issue and if you have the money you can do it, and the Mayor's office approves the requisitions - it is perfectly acceptable. Vice President Roff stated it was fairly routine. Mr. Connors said it was not routine but it is not something that is inappropriate. Given the circumstances it was the appropriate action to take, and there is precedent for it. Chief Demmons said the four Battalion Chief positions that were TX'd from Assistant Chief positions are clearly stated on the monthly Personnel Status report, and he is sure that the Union gets copies. For several years this has been shown.

Mr. Hanley asked about Gary Leal's position with the vice: Pending Selection.

Chief Demmons said it is because one of the H51 Assistant Deputy Chief II candidates waived the appointment.

Mr. Hanley asked about Item 3H) - Zachary Pumphrey vice Victor Pagan, H30 to H40. Mr. Connors said that at that point you had eight vacant Captain positions and there weren't as many vacant Lieutenant positions, so the vacant Captain positions were TX'd in order to appoint the H20 Lieutenants off an existing eligible list.

Mr. Hanley asked if the H30 Captain positions are still vacant, are they still in the budget. Chief Demmons said they haven't been filled, that Mr. Hanley discussed it today that people haven't been promoted to Captain. We don't have a Captain's list. We can't put people in permanent spots without a list.

Mr. Hanley asked if we were going to continue to appoint H20 Lieutenants in lieu of H30 Captain retirements because there is no Captain's list.

Chief Demmons said that part of the reason that we could do that, as Mr. Hanley knows, vacant Captain positions in suppression are either filled through LWLP

3. CONSENT CALENDAR
(Items Removed)

(like-work-like-pay) or WDO (overtime). The money is there for the Captain. He will continue to evaluate the situation daily in terms of promotions, as has been done by his predecessors and do what he feels is in the best interests of this Department. Part of the promotions were to continue the efforts of the Consent Decree.

President Fernandez-Pifer asked if Mr. Hanley's question was whether there will ever be a Captain's list.

Mr. Hanley said his question is when will a Captain - which we've done in the past - be appointed even without a list. He asked the Chief if at some time he will appoint Captains to these unfilled positions.

Chief Demmons said we are developing the Officer Candidate Program. One rank we are doing it for is Captain. When we have an active Captain's list from that process, he will promote. Mr. Hanley asked if there was a time frame for when the Captain's test will be held.

Chief Demmons said you should have that information, we have been giving it to you.

President Fernandez-Pifer said there was a Memorandum of Understanding (MOU) with the Plaintiff-Intervenors which sets forth a course of action for the Officer Candidate Program and Cadet Program. Chief Demmons said that the Union has had a representative on the review board where this has been discussed ...

Mr. Connors said that at the last Fire Commission meeting (11-19-98) the issue of Cadet Program and Officer Candidate Program were dealt with in substantial detail. Once the minutes are produced Mr. Hanley's questions would probably be answered ...

President Fernandez-Pifer said that perhaps Mr. Hanley didn't get a report from the outgoing President (Local 798) and this a fairly new change for the Union ...

Mr. Hanley asked if the fire companies will go without permanent Captains until the development of a test. Chief Demmons said that was nothing new. We haven't had an Assistant Chief test since 1986; an Arson list since the same time. During his career he has seen long periods of time between examinations, and Mr. Hanley has been in long enough to have seen that. He was baffled why Mr. Hanley seemed surprised.

Mr. Hanley said what was baffling is that there are engine and truck companies without a permanent Captain ... There are about eight companies without a permanent officer. Chief Demmons said it is not unusual for companies to have temporary officers. Mr. Hanley said you usually have a Captain that runs the company.

3. CONSENT CALENDAR
(Items Removed)

Vice President Roff said the point is that an effort is being made to remedy the situation. These are things that have been endemic in the Department for a long while ... Every effort will be made to develop an exam and make a list so permanent Captains can be appointed.

Chief Demmons said that part of the requirements that the Union is aware of is when we have vacancies in Captains, Battalion Chiefs, etc., the long practice has been to do several things: use the expired list, one of the big issues with the Union is to use seniority ... There have been years in between examinations ... Mr. Hanley was a vice president for at least three years, that is what he (Chief Demmons) is baffled about, him not being aware that we fill positions either through overtime with other Captains, or with Lieutenants working LWLP ...

Mr. Hanley said that we have in the past appointed in LWLP long term positions, and will you do that to fill these Captain positions. Chief Demmons said yes. He gave the answer a month ago during a meeting with the Executive Board where Mr. Hanley was present. For those positions he is required to look through the secondary criteria for about 200 individuals. He will promote some people NCS ... Not NCS, we are looking at possibly making provisional appointments ... Mr. Hanley said we've already made two such Captain open spots provisional appointments.

Chief Demmons said it might be more helpful ... He is always available. Anytime the Union has any questions he is available. For the sake of this meeting it may be more helpful if Mr. Hanley could contact his office tomorrow.

Mr. Hanley's last question was is there a date when the provisional Captain positions will be filled. Chief Demmons said that date will be when he finishes going through all of the PQFS looking at the secondary criteria ... Mr. Hanley said the membership needs to know a specific date. President Fernandez-Pifer said it sounds as though the Chief doesn't yet have a specific date, he is working towards that. Commissioner Soulis said that it is in the works, that it is forthcoming and the Union will know right after the Commission ... Once you receive a copy of the report from the last minutes you will learn more ...

Vice President Roff moved, seconded by Commissioner Roeca, that items 3G) and 3H) be approved. There were no further questions or discussion and the motion was unanimously approved.

4. REGULAR CALENDAR - UNFINISHED BUSINESS

A) Suspension Appeal Hearing and Commission Deliberations on Appellant's Motion to Dismiss (Cont'd from Meeting of 03-12-98)

In accord with Section 4001.4 of the Rules and Regulations, reporting that Chief's Aide John J. Ferrando has appealed his ten calendar days of suspension (seven work days), March 17/18, 20/21, 23/24 and 26, 1998. He was suspended for violation of the Rules and Regulations as follows:

Section 3915 - Proper Behavior
Section 3920 - Violence
G.O. 91-A-2 - EEO Policy

7:25-8:00 p.m.

1) Hearing on Appellant's Motion to Dismiss

(Notice: This portion of the meeting may be held in Closed Session pursuant to Government Code Section 54957)

Appearances:

Terence Howzell, Deputy City Attorney, represented the Department.

Duane Reno and Nyanza Shaw, attorneys at law, represented Chief's Aide John Ferrando, who was present.

Open/Closed Hearing:

Duane Reno requested a Closed Hearing.

Vice President Roff moved, seconded by Commissioner Soulis, that the hearing be closed. The motion passed 5-0.

Arguments:

Counsel for the parties presented arguments on the Motion to Dismiss

7:31-7:45 p.m.

2) Commission Deliberations on Appellant's Motion to Dismiss

(Notice: This portion of the meeting may be held in Closed Session pursuant to Government Code Section 54957)

The Commission, without the parties, deliberated on the Motion to Dismiss in Closed Session

7:45-7:55 p.m.

4. REGULAR CALENDAR - UNFINISHED BUSINESS

A) Suspension Appeal Hearing and Commission Deliberations on Appellant's Motion to Dismiss (Continued)
(Cont'd from Meeting of 03-12-98)

B) Reconvene in Open Session

- 1) Possible report on action taken in Closed Session, pursuant to Government Code Sections 54957.1 and 54957.7, and San Francisco Administrative Code Section 67.14(b).

President Fernandez-Pifer disclosed that the Commission would take the Motion to Dismiss under submission and set a hearing date of Thursday, February 25, 1999, at 6:00 p.m. At that time the Commission will hear all the evidence and then decide upon the Motion to Dismiss as whether or not, given the facts, it is appropriate.

- 2) Vote to elect whether to disclose any or all Closed Session discussions, pursuant to San Francisco Administrative Code Section 67.14(a).

Commissioner Soulis moved, seconded by Vice President Roff, to disclose what the Commission decided in Closed Session, as reported by President Fernandez-Pifer under Item 4.B.1). The motion carried by a vote of 5-0.

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation

Submitted 15 letters commending members of the Department for response to requests for assistance or emergencies, or training.

President Fernandez-Pifer directed that these letters be acknowledged and incorporated in the minutes of today's meeting.

* * * * *

El Dorado Elementary School
70 Delta Street
San Francisco, California 94134

November 13, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

Thank you for giving our students the opportunity to learn about the San Francisco Fire Department. The students enjoyed the firefighters' presentations as evidenced by the evaluations completed after our Career Day Event.

We know how busy your daily schedules are and we appreciate all of you taking time to visit our school. We certainly would like for their fellow firefighters to know about the efforts of: Lieutenant James Lambrechts, Firefighters Robert Fisher, Gary Plimley and Richard Siebert, and Firefighter Fernando Juarez.

We hope to see you at our next Career Day Event!

Gratefully,

/s/ DENNIS WESTRY
Elementary Advisor

* * * * *

5. REGULAR CALENDAR - NEW BUSINESS

A) Letters of Commendation (Continued)

November 24, 1998

Chief Robert L. Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Dear Chief Demmons:

I recently completed the six-week course of the San Francisco Neighborhood Emergency Response Team (NERT).

I found the course very interesting and informative. The reason for this is that we were very fortunate in having dedicated and well informed instructors.

I felt that it was important for me to send you this note, so that these instructors can be commended for the extra hours of their service to our community.

Sincerely,

/s/ EVA PERATA
88 Dartmouth Street
San Francisco, CA 94134

* * * * *

November 13, 1998

Dear Chief Demmons:

The Neighborhood Emergency Response Team (NERT) is a great program. I just finished the six-week course and it really helped me prepare for a disaster. Hope it continues.

Sincerely,

/s/ MARGIE BELLUOMINI
147 Amherst Street
San Francisco, CA 94134

Note: The following 12 additional
typed letters of commendation are
included as part of Item 5.A)

UNIVERSITY OF CALIFORNIA, SAN FRANCISCO

BERKELEY • DAVIS • IRVINE • LOS ANGELES • RIVERSIDE • SAN DIEGO • SAN FRANCISCO



SANTA BARBARA • SANTA CRUZ

POLICE DEPARTMENT

SAN FRANCISCO, CALIFORNIA 94143

December 2, 1998

Chief Robert L. Demmons
San Francisco Fire Department
698 2nd Street
San Francisco, CA 94107

Dear Chief Demmons:


Beginning on November 11, 1998 and for several days thereafter the UCSF Campus experienced disruptions and protests from several animal rights organizations. Part of the protests included a demonstrator who climbed upon metal scaffolding on the front of the Campus' Medical Sciences Building, erected a banner denouncing animal research and remained perched on the scaffolding for five days.

During this ordeal the UCSF Police Department made several requests for assistance from your Department to help remove the demonstrator from the scaffolding. The Fire Department responded promptly to each of our requests and provided the assistance that was requested.

I would like to thank Battalion Chief Frank Trainer, Battalion Chief Toni Simi and all the firefighters and emergency medical responders of Station 12 who responded and provided us with assistance; they are all true professionals.

We at the UCSF Campus, greatly appreciate the prompt attention and service our requests received as well as the patience and professionalism that was demonstrated. I recognize that providing the extra help was not an easy thing to do and I hope you will let all the firefighters and emergency medical personnel involved know that we are grateful.

Sincerely,


Ronald D. Nelson
Chief of Police

cc: Steve Barclay
William J. Neff

November 10, 1998

Chief Robert Demmons
San Francisco Fire Department
260 Golden Gate Avenue
San Francisco, CA 94102

Chief Demmons:

On November 9, 1998 at 10:00 AM, UCSF Fire/Life Safety conducted an evacuation drill at our Laurel Heights Campus 3333 California Street. The alarm system was activated, all occupants were expected to evacuate the building and gather at their pre designated assembly area.

Lieutenant Abdul Khadir and Fire Fighters Paul Barry, Dave Russell and Terry Woo from Station 10 observed and commented on the drill. I would like to thank them for their time and information and Lieutenant Fernando Juarez, SFFD Community Affairs Department, for arranging the appointment.

Thank you for your time,



Katie Shypertt
UCSF Campus Fire Marshal
50 Medical Center Way
San Francisco, CA 94143-0942



Associação Humanitária dos BOMBEIROS VOLUNTÁRIOS

de Cabo Ruivo - "CRUZ AMARELA"

R. de Montepuez, nº 1 - Olivais Sul 1800 LISBOA
Tels.: 853 36 32 / 853 58 25 Fax: 853 30 71



Dear Chief
Demmons

S. Francisco Fire Department

I would like to take this opportunity to thank you for receiving Sub chief
Jonh Ruas , from who I received his report on the visit to your FIRE
DEPARTMENT.

We look forward to further negotiations with you in establishing protocol
for sister-city relations with your department.

With gratitude and thanks for you attention in this request.

BEST REGARDS,

Lisboa, 11 de Novembro de 1998

Commander

Guimarães Baptista Lúcio de Loureiro

CORPO DE BOMBEIROS

DE CABO RUIVO

Tels.: 853 36 32 - 853 58 25

O COMANDANTE

平園居民聯誼會

Ping Yuen Residents Improvement Association

799 Pacific Avenue, San Francisco, CA 94133-4411

Phone & Fax: (415) 781-2860

Chief Robert Demmons
San Francisco Fire Department
698 Second Street
San Francisco, CA 94107

November 16, 1998

Dear Chief Demmons:

We would like to commend Mr. Paul Chin for his spirit of serving and involvement in the community. Recently, he helped organized our Children's Halloween Party. He has built great rapport with our community through the years of his providing NERT training and earthquake drills in Chinatown.

We also would like to express our appreciation to the members of your staff who had shown such energy and enthusiasm in helping us with the Halloween party:

Ms. Cantrez Triplitt
Ms. Virginia Cheung
Ms. Erika Hoo
Mr. Rudy Guajardo
Mr. George Nonomura
Ms. Mary Tse
Ms. Patricia Yuen
- - Mr. Johnson You

We are proud of our Fire Department! We wish you all a wonderful holiday season!

Sincerely yours,

Chang Jok Lee

Chang Jok Lee
President



HOUSING CORPORATION
The Lady Shaw Senior Center

November 19, 1998

Chief Robert Demmons
San Francisco Fire Department
260 Golden Gate Ave, Room 225
San Francisco, CA 94102

Dear Sir:

I write to thank you for sending your Firefighter Dwayne Newton over today to act as our advisor during the Fire Drill conducted at 10:00 a.m. The drill was conducted very smoothly and orderly. I appreciate the advice given by Dwayne.

Thank you again.

Sincerely,



Daniel S. Wong
Housing Manager

cc: Firefighter Dwayne Newton
Bureau of Fire Prevention

Salli Kong, Director of Housing, Pine View Housing Corporation

c:\ladyshaw\others\drill3.doc





Community
Health Network
of San Francisco

*The Integrated Delivery System
of San Francisco's
Department of Public Health*

November 13, 1998

Megan Corry MA EMT-P
Research Coordinator
EMS Division
San Francisco Fire Department

Dear Ms. Corry,

On behalf of the San Francisco General Base Hospital, I would like to thank you for your outstanding contribution to our symposium "It's All in Your Head." The poster presentations on the current status of prehospital research in San Francisco as conducted by the San Francisco Fire Department in the areas of neurological assessment and treatment were invaluable to the students at the symposium. Your efforts to make this information available to not only the prehospital providers but the hospital clinicians who attended will help to foster the relationship between the two disciplines. The lecturers who spoke at the symposium frequently referred to the state of prehospital research and the availability of the information for review was of great benefit to both the students and the lecturers. I also appreciate your willingness to act as a resource to students at the symposium who requested further information on these research projects.

The Base Hospital will continue to provide educational and research opportunities for both prehospital and hospital based providers. I look forward to working with you on future projects in these areas. Again, thank you for your time and support in making this symposium a success.

Sincerely,

Ann Stangby RN MICN
Base Hospital Coordinator

cc R Shortall, Chief
S Isaacs MD
E. Isaacs MD



David Paul Larousse



5 November 1998

Kyle & Chris
SFFD – EMS
PO Box 29176
Presidio
San Francisco, CA 94129

Dear Kyle & Chris,

I met the two of you gentlemen on July 6, 1998, after the driver of a parked automobile opened his door abruptly, just in time to intersect with my right knee as I bicycled past.

It is important to me that you know I appreciate your very prompt arrival, and I thank you for delivering me to the hospital. Your service is most appreciated.

Wishing you good health and a safe holiday, I am...

Sincerely yours,

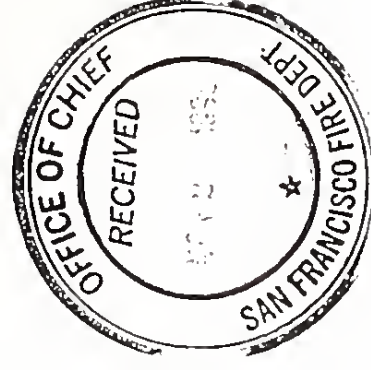

David Paul Larousse

PS · You may be interested to know that on the last day of September, three classes into my return to kung fu training, I tore my left achilles tendon. It was operated upon on October 20th, and I am still on crutches. Fortunately, I have only two legs.

1134 A Lake Street • San Francisco • California • USA • 94118

415 • 386 • 2787

ARNOLD I. WEBER
100 - 27TH AVENUE
SAN FRANCISCO, CA 94121-1034



November 18, 1998

THANK YOU NOTE

MY THANKS to the: 911 operator
Paramedics
Emergency Room personnel

Last Thursday evening, on November 12, 1998, I found myself in some difficulty due to food poisoning and a related fall. As I think back on the events that evening I feel impelled to say thank you to all who helped me when I was in need of some help.

Beginning with the 911 operator and continuing with the paramedics and the personnel in the Kaiser Permanente Medical Center, I benefitted from prompt professionalism, but even more impressive to me was that I was throughout greeted with an attitude of kind concern for my well being.

I salute all of you. I hope that I may always be as professional and kind myself as I try to help people who come to me for legal help (I am practicing law, much on a pro bono basis).

Arnold I. Weber

ALAN M. EDDINGTON ▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲▲
510 Sanchez St • San Francisco, CA 94114-2622 • Tel. 415-552-6985 • E-Mail: Alanmed@aol.com

[illegible]

November 24, 1998

Chief Robert L. Demmons
San Francisco Fire Department
698 - 2nd Street
San Francisco, CA 94107

Dear Chief Demmons:

I am writing to express my deep appreciation for having had the opportunity to complete the 6-week "Neighborhood Emergency Response Team" [NERT] training program, conducted by volunteers from the San Francisco Fire Department. The information and skills that I gained from this class makes me feel much more prepared, should a major emergency/disaster hit the City. Not only was there valuable information on how to care and protect myself and household, but also how to be of service to my neighbors, as well as the City's fire and rescue professionals.

Again, I deeply appreciate having had the opportunity to take part in this extremely important program!

Sincerely yours,

Alan M. Eddington

Alan M. Eddington



27 November, 1998

Chief Robert L. Demmons
San Francisco Fire Department
698 2nd Street
San Francisco, CA 94107

Dear Chief Demmons,

I am writing to express my praise for the Neighborhood Emergency Response Team (NERT) training that I recently completed with the San Francisco Fire Department. The group of fire fighters and others who volunteered their time to teach us how to better prepare for a major earthquake should be commended for their willingness to participate in this program. Their enthusiasm kept the six classes fun without forgetting the underlying seriousness of the subject.

I urge the SFFD to further concentrate its efforts in getting more citizens to complete the NERT course. This kind of basic training will benefit everyone and save hundreds of lives when the "Big One" eventually occurs.

Kind regards,



Melissa Crockett

Melissa Crockett
556 Broderick St.
San Francisco, CA 94117



NICOS Chinese Health Coalition

華人健康經聯會

December 1, 1998

Chief of the Department

Attn: Robert Demmons

698 Second Street

San Francisco, CA 94107

The NICOS Chinese Health Coalition is composed of health providers and other interested organizations in San Francisco concerned about issues affecting health care and quality of life for the Chinese in this area

The acronym, "NICOS" stands for the first initials of the five founding members. Additional organizational and individual members have since joined to form the overall health coalition.

Founding Members:

North East Medical Services

Chinese Community Health Care Association (IPCA)

Chinese Hospital

On Lok Senior Health Services

Self-Help for the Elderly

Additional Members:

Asian American Health Forum

Asian American Recovery Services

Asian Neighborhood Design

Chinatown Child Development Center / Community Mental Health

Chinatown / North Beach Clinical Services-Community Mental Health

Chinatown Resource Center

Chinese Community Health Plan

Chinese Hospital Medical Staff

Commodore Stockton School

Health Center District 4

Richmond Area Multi-Services

St. Mary's Day School

Dear Chief Demmons:

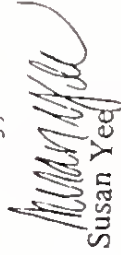
On behalf on NICOS Chinese Health Coalition, I am writing this letter to show my deep appreciation for several firefighters within the San Francisco Fire Department.

I would like to recognize Ed Chu, John Choi, Patricia Yuen and especially Captain Paul Chin, Ron Lau, Anne Tam for their commitment to the Chinese community. These six firefighters provided NERT training for over 50 monolingual residents in Chinatown last month. I would also like to recognize Greg Owyang's outstanding coordinating ability for making the training possible. Both Captain Chin and Ed Chu have also volunteered their time and skill on October 3, 1998 to teach over 20 monolingual Chinatown residents CPR & First Aid.

Captain Paul Chin, Ron Lau and John Choi have further extended themselves in their dedication to helping this community. On their own time, these three firefighters have volunteered to organize and participate in NICOS' Chinatown Disaster Response Project's 1st Annual "Pitch for a Cause" fundraising softball game on Saturday, December 5, 1998 from noon-2:30 p.m. at McCoppin Park (24th Avenue/Tarvel).

NICOS would like to thank the San Francisco Fire Department, especially the firefighters mentioned, for their dedication, commitment and support of the Chinese community. If you wish to talk with me regarding anything, please do not hesitate to call me at 415-705-8584.

Sincerely,


Susan Yee

Coordinator/Planner

Chinatown Disaster Response Plan

NICOS Chinese Health Coalition
1490 Mason Street, 3rd Floor
San Francisco, CA 94133
Phone (415) 705-8583
Fax (415) 705-8505

1461 Alice Street, #701
Oakland, California 94612

8 November 1998

Chief Robert L. Demmons
San Francisco Fire Commission
260 Golden Gate Avenue
San Francisco, California 94102

Dear Chief Demmons:

Through the cooperation of the San Francisco Fire Department and my employer, Charles Schwab & Co., I have recently completed the Neighborhood Emergency Response Team training. I write to thank you for your part in providing this opportunity. The NERT program is important to me and it benefits the entire Bay Area.

A San Francisco resident until recently, I often wondered what would happen in a major earthquake. I saw signs on MUNI buses that offered disaster training by the San Francisco Fire Department. I was not able to coordinate my schedule with the neighborhood classes, so I was grateful I could attend at Schwab.

The training material is direct, concise, and well-organized. It gave me an idea of what sorts of things to expect, how to "do the most good for the most people," and, if nothing else, how to keep from adding to the difficulties. This knowledge makes me more confident, less apprehensive, and I feel this will help me to respond appropriately in an emergency. It also helps me to prepare ahead of time, with emergency supplies at home and at work, strategies for survival (for self and others), and "earthquake eyes" to be always aware of potential hazards, escape routes, and safety.

The best part of the classes is the enthusiasm, knowledge, and experience of the leaders and the hands-on training. The Fire Department personnel seem grateful that they will have responsible, *trained* volunteers when their hands will be full with major fires and rescues (they made it clear what to do and what *not* to do – things that should be left for the professionals), and they were eager to give us all the information and practical skills we might need. Much of this we can pass on to our friends and co-workers.

Thanks again for your part in providing this training for concerned civilians. We are coordinating the NERTs at Schwab, we "daytime SF residents" are connecting with disaster teams in our respective communities, and we all look forward to future training and drills to keep up our skills.

Sincerely,



Luke White

5. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department

Submitted monthly report from Chief of Department on status of the Department Personnel, Apparatus and Equipment for November, 1998.

- a. There are 22 unfilled positions in the uniformed forces.
- b. The daily average of uniformed personnel on authorized leave was as follows:

	<u>October</u>	<u>November</u>
Vacation : Annual	21.68	17.73
IDV	7.32	6.73
Compensatory Time	4.10	3.93
Sick Leave	21.77	15.83
Disability	19.32	19.80
Military Leave	.10	.20
Light Duty	6.13	6.77
Other	<u>2.52</u>	<u>3.37</u>
Total	85.23	76.30

- c. The following Work on Days Off (Overtime) were awarded during the month of November:

1 - H50 Assistant Chiefs,	for 24 hours
8 - H40 Battalion Chiefs,	for 24 hours
16 - H30 Captains	, for 24 hours
38 - H20 Lieutenants	, for 24 hours
15 - H10 Chief's Aides	, for 24 hours
241 - H2 Firefighters	, for 24 hours

5. REGULAR CALENDAR - NEW BUSINESS

B) Monthly Report - Chief of Department (Continued)

d. i) The following apparatus went to Central Shops for repairs and/or maintenance:

51 - Triple Combination Pumps
138 - Aerial Ladder Trucks
15 - Miscellaneous Vehicles

ii) The following apparatus were out of service and under repair at Central Shops:

1 - Triple Combination Pumps
2 - Aerial Ladder Trucks
1 - Miscellaneous Vehicles

iii) The following apparatus were out of service and stored in stations awaiting assignment to Central Shops for repair:

0 - Triple Combination Pumps
0 - Aerial Ladder Trucks
0 - Miscellaneous Vehicles

iv) The following apparatus were available for relief purposes:

4 - Triple Combination Pumps
2 - Aerial Ladder Trucks
0 - Aerial as city service trucks (no aerial)

v) All in-service pumps or relief pumps were able to draft.

Respectfully submitted,

/s/ ROBERT L. DEMMONS
Chief of Department

Commissioner Roeca moved and Commissioner Soulis seconded.
There were no questions or discussion and the monthly report of Chief of Department was adopted.

5. REGULAR CALENDAR - NEW BUSINESS

C) Public Comment

Firefighter Alissa Van Nort, a member of the 95th Class, stated she only was speaking for herself. She said she was the aforementioned 95th class representative mentioned in the previous Fire Commission minutes (11-12-98). She wanted to address those portions of the minutes which she believes misrepresented her. Before proceeding to the minutes she wanted to explain how she became the 95th class representative. When she was informed that she was to receive BLS training she and another classmate conducted a survey of the 95th Class - their reactions, concerns and issues. The results were compiled in one page, dated November 8, 1998, and she brought them to the Union on November 9th and gave them to Mr. Ahern. He asked her to come to the meet and confer session and present her side. During the meet and confer session Mr. Ahern asked her to present the results of the survey and discuss those issues, with the administration, which she did to both chiefs Gamble and Shortall and other representatives of the administration. She was understood to be the representative of the 95th Class. Since the meet and confer she has met with Assistant Chief Shortall to help him develop policies, procedures and systems concerning the BLS program so he could get feedback from the field and hear reaction and concerns of her classmates.

Turning to the minutes of November 12, 1998, she wanted to reference three sections - Page 24 and the statement made by Chief Demmons (lines 13 through 15). "The report he got back was that the overwhelming majority looked forward to the training and were very happy for the opportunity. Close to 85 percent said they were very enthusiastic about receiving the training ..." According to his earlier comments in the minutes she believes these were reports he got back from the administration. She referred to the November 8th survey results.

President Fernandez-Pifer wanted to get Firefighter Van Nort's remarks in context and asked what was the issue she had with the minutes. Firefighter Van Nort replied that she believed that the minutes on Page 24, specifically Deputy Chief Gamble's comments, misconceived how her class felt about the training and BLS program and that ties into what President Fernandez-Pifer said on pages 29 and 30 where you (President Fernandez-Pifer) felt that there was a conflict between what the administration said and the Union said about how the class felt about BLS. She was the same representative in both those cases and that she was misrepresented by the administration about how she and her class felt. She said her point ... that her specific issue is on Page 26 where Deputy Chief Gamble on line 22 says "a representative from the 95th Class was present with a number of questions about the program ... the representative went away from the meeting very, very pleased about the program, all the questions were answered and she developed a very good comfort level with what we proposed to do." That is not how she felt. She felt her negotiation style might have been nice and that she was in no way angry in his direction but she was in no way satisfied with how things were at that point, and she continued to meet with Assistant Chief Shortall from that point on to discuss issues and matters. Referring to what she said about Chief Demmons earlier (85 percent that were very enthusiastic about the training - Page 24, lines 13-15) and based upon her survey only 39 percent

5. REGULAR CALENDAR - NEW BUSINESS

C) Public Comment (Continued)

were interested in receiving the training - 28 percent were interested in a WDO 12-hour based EMS model on a volunteer basis, and only 11 percent were interested in the model that was presented to the 95th Class. That was her main concern, as well as the President's comments made later in that meeting (pages 29-30) about mixed messages coming from the class ... She believes that no one in her class is in support of mandatory BLS assignment that we have received. It is mostly in the way that it was handled and that it was mandatory and not volunteer based. This is on two levels: they believe there was a change in their job description, and secondly they believe it was a disservice to the community of the City and County of San Francisco based on their level of experience, and experience as EMTs in the field. As a probationary firefighter there are two main concerns there. When you are on probation you spend four-six months on an Engine, and then four-six months on a Truck. For anyone of us (95th Class) we only spent four-six months on an Engine which is the only chance you get to use an EMT skill, because mostly EMTs are on Engines, and they are dispatched that way. During that time on the Engine anyone who was an EMT with greater seniority would get the EMT spot and they used the skills. It was her understanding that probationary firefighters are not to drive Code 3 until they complete probation. When she was told she was going into this program it was nine calendar days before she started her training at the EMS Presidio and during those nine days she worked zero watches in the fire house and had no time in which to drive Code 3 off probation, and be supervised by an officer. She worked yesterday on an ambulance, it was her fourth watch, and she was with someone who drove for her first time Code 3 from Station 13 (Sansome and Washington) to McAllister and Baker at 4:00 p.m. She didn't feel very confident about how things were going. She tried to supervise her as best she could. The paramedic was sitting in the back of the ambulance, facing backwards because that is how ambulance are set up. That is what she came tonight to say ... She has been talking to Assistant Chief Shortall on a regular basis and voiced these concerns to him.

Commissioner Soulis congratulated Mr. Hanley on his election as the new president of Local 798, and wished him the best ... He looks forward to productive relations. Vice President Roff commented that those comments go for all members of the Commission.

Mr. Hanley said that concerning the EMS merger we have H2 Firefighters who are H3's. They spent one-and-a-half years in training and have been performing the duties now for several months and they haven't been paid the higher rate. He wanted to know when they would be getting paid as H3's.

Chief Demmons said that as Mr. Hanley knows we were in a meeting today where the issue was discussed. When the Chief returned to Headquarters he received a report from his chief financial officer which indicated that Mr. Esparza of the Mayor's budget office was holding up the requisitions. During the meeting Mr. Esparza denied that. The Department forwarded the requisitions to the Mayor's office on October 9th. Mr. Hanley repeated that he wanted a date when

5. REGULAR CALENDAR - NEW BUSINESS

C) Public Comment (Continued)

they would be paid. If the program expects to be successful at least let's start paying them.

President Fernandez-Pifer said that if the requisitions are being held up in some other area it is beyond the fire department's control, and we can't give you an exact date. Mr. Hanley said that for some of the individuals they haven't been paid since May ... President Fernandez-Pifer said the questions needs to be directed to the person holding the requisition ... Vice President Roff said the requisitions are being held in City Hall by the budget staff and he doesn't know the reason, but the firefighters will be paid at some point ... tape turned ...

Chief Demmons said it might be more helpful if Mr. Hanley just reads what he is trying to get into the minutes then meet with him (Chief Demmons) tomorrow and try to get the answers. Mr. Hanley said he wants a date.

President Fernandez-Pifer said he wasn't going to get a date from the fire chief because the requisitions are being held in City Hall. The question should be directed to the individuals in City Hall.

Chief Demmons said the name of the person is David Esparza, the man they met with today for three hours. During the meeting Chief Demmons said the H3 requisitions were sent to the Mayor's office and Mr. Esparza said he signed them the same day ...

President Fernandez-Pifer said it was not a laughing matter. It was very serious. The Chief has already explained that the requisitions were submitted to the appropriate person in City Hall who, apparently, has not signed them ... Mr. Esparza at today's meeting said he signed them. When Chief Demmons returned to Headquarters and investigated the issue with his chief financial officer he was told that they were sent on October 9th and still haven't been approved. She suggested that Mr. Hanley, Chief Demmons and Mr. Esparza might want to meet to discuss this further. She said to go back and forth now at the Commission meeting is not helpful ...

Mr. Hanley said Firefighters Local 798 is always open to negotiating with the Chief, anytime and place and their doors are open, just like we do with the Toy program, we want to make sure that we extend our hand of friendship and unionism to the Chief and the Commission.

Ms. Barbara Thomson asked a question in relation to the appointments for the next class (January 25, 1999). She didn't know if the Commission was aware that candidates for previous class were called as late as Friday to be told to show up for medical appointment to attend the class the following Monday. Her concern is that these candidates in the background check actually have their current employers called much earlier in the process - months in advance actually - to find out their employment relationship and quality of performance. Which those

5. REGULAR CALENDAR - NEW BUSINESS

C) Public Comment (Continued)

of you familiar with personnel practices know generally does not occur until an actual offer of employment is made. As a result it would seem to be most timely for those individuals to be appointed within the near future, she thinks within thirty days. She wanted to know what the time frame is for giving those individuals notice that they will be appointed and called to the next class and know that it is going to be not less than a time period that would warrant that they would get an appropriate recommendation were they to apply again or go back to that employer. For example, no City employee would be considered eligible for rehire under good standing if they didn't give at least two weeks notice. She would like to have some assurance that we are going at least to give the upcoming candidates that opportunity for good employment standing with their current employers for future employment references, and know when those candidates are going to be informed about their appointment. Through the President she asked if Chief Demmons could let her know when he expects to have those calls made ...

Chief Demmons asked Ms. Thomson if she was representing those individuals.

Ms. Thomson replied that she was not, that she was here for public comment and she is really not to be asked who she is representing at this point.

Chief Demmons said the only reason he raised that question is that he had received a memo from one of the probationary members that you were trying to represent her and he was just wondering if she had a specific individual that she was representing so he could address their concerns.

Ms. Thomson said she didn't know of a probationary individual that she is representing and that he is speaking about, but she wouldn't bring up a confidential personnel matter outside of an appropriate setting. What she was asking about were appointments of candidates that are going to begin the class which she thought was going to happen in January ... She was not asking for a specific candidate, she was asking when will the prospective candidates be notified so, she as a member of the public, can have full faith they will not be called at the last minute and jeopardize their employment references for future employment, and they will have at least two weeks notice.

Commissioner Soulis asked for clarification. Was she referring to the candidate's current employer, that the employee notify them that he/she is going into another occupation. Ms. Thomson replied in the affirmative, and further stated if you get called Friday and said if you want a job being an H2 Firefighter you need to show up on Monday. That means you need to tell your current employer you are leaving today.

Commissioner Soulis said that if the person is a good employee he would have told his employer that he is on the list for firefighter. He was sure that in 99 percent cases that is done.

5. REGULAR CALENDAR - NEW BUSINESS

C) Public Comment (Continued)

Ms. Thomson said you could be severely jeopardizing your current employment status, particularly when you could be on that list for two years. She didn't think it would necessarily be incumbent on an employee, good or bad, to say to an employer he might be selected in two years and then jeopardize all their opportunities for training, upward mobility, etc.

Commissioner Soulis asked if they shouldn't be forthcoming with their current employer about looking for another job.

Ms. Thomson said they had to because current employers are called during background investigation even though they may never be selected because they are alternates ... If you are a civil servant and you don't give two weeks notice in the City you are actually considered to be in poor standing even if it is to go to another department. Every department expects at least two weeks notice. When will these candidates be notified and can she, as a member of the public, be assured that they won't have to have that kind of negative standing with their employers.

Commissioner Soulis said that if he were a candidate he would be so excited with the fact that he had been chosen that he is sure he would call his current employer and tell them about that. This is something they have looked forward to ...

Chief Demmons said that the administration will make every effort to give them at least two weeks notice prior to being hired.

Firefighter Van Nort spoke in support of giving candidates two weeks notice. She noted that when she came into the Fire Department she was informed five days before the class started. She was not allowed to tell the employer that she was not going to be here in two days. Sorry! Try and get someone else. She supported Ms. Thomson's comments that to show due respect for other employers we need two weeks notice ...

Chief Demmons said that we were under the Consent Decree and Stipulated Order. This Department has made tremendous strides, particularly in the last year, in hiring women ... There are negotiations, discussions with the plaintiff-intervenors, equal rights advocates and the other lawyers who represent the women. This Department has tried to give women and others who have been excluded in the past an opportunity. Sometimes in that effort things were done in a shorter time frame than we would like to see. The results were that we hired at least 15 women in each one of the classes of 42 candidates, in the last three classes. We've made tremendous advances in terms of hiring women and people of color. Part of what we are talking about, even with Ms. Thomson's comments, was the fact that we were trying our best to get requisitions approved. The Mayor had to step in on the day before the Stipulated Order ended in order to make affirmative action hiring under the Consent Decree. This effort was to

5. REGULAR CALENDAR - NEW BUSINESS

C) Public Comment (Continued)

continue the obligation this Department made in 1987, when we entered into the Consent Decree, to increase the number of women and minorities in this Department ... It is unfortunate over the course of the Consent Decree there were times when that wasn't the case so this administration was saddled with the obligation to go above and beyond to make up for some of the past lack of movement. That is not to put down other administrations. There were other things involved in that, but it is to say that this is done to help people and sometimes we don't give candidates enough notice. The process is complicated, it goes through a lot of checks and evaluations - vacancies, class size and makeup, use of the banded list for diversity ... The first woman wasn't hired until 1987, and there were very few minorities at that time, as well. That's why we entered into a Consent Decree. We have achieved our objective of 10 percent women which wasn't projected to be reached until 2005 ...

President Fernandez-Pifer hoped that Firefighter Van Nort wasn't downplaying the Department's efforts in all of this. There are certain technical difficulties whenever we try to comply with the court order. Things may not always go smoothly. She wanted her and her classmates to understand that every effort has been made to add minorities in the Fire Department. You and your class are fairly new and may not be fully aware of the history of what this Department has been through and the strides it has made recently, and the efforts it takes to comply with the court order.

Firefighter Van Nort said she understood, and speaking of her notification she was number seven on the list, with the third highest score. Even within those realms there doesn't seem to be a reason that she wouldn't have been notified earlier ...

President Fernandez-Pifer said her point is understood, but on the other hand you have to understand that this Department and administration has been very sincere and worked very hard to bring minorities and women into the ranks.

Firefighter Van Nort said certainly she understood and she was grateful for that.

Commissioner Roeca said it has been a major undertaking and it is institutionalized and the Chief has given his commitment that things are going to be worked out and it will be better in the future.

Firefighter Van Nort raised the issue about the pool of volunteers referenced for both the BLS program and the paramedic program ... First there are volunteers for the BLS program, prior to her class, who were never contacted after the initial interest meeting and their volunteerism was let slide as far as they were concerned and they are not happy with that. Secondly, it was her opinion that people are not volunteering for both programs because the EMS section is not giving a clear outline to volunteers, and has offered no commitment to stand by statements or offers made to the volunteer based on their schedule, when they

5. REGULAR CALENDAR - NEW BUSINESS

C) Public Comment (Continued)

will be paid, and issues of that are of concern. Volunteers to both programs have dropped out with the changing demands of their commitment, with no commitment backed up to them by EMS section.

Chief Demmons commented that he can't let it be forgotten that the primary focus is making sure we serve the public. Obviously, as Chief of this Department he is concerned about the members of this department and their convenience, and things of that sort. Paramount importance, for this administration is giving medical care, providing fire protection and whatever else, to the public. They come first. The Department was faced with a critical situation where we had paramedics making as many as 20 calls during a 24-hour shift, with a 25 percent increase in call volume in this one year. This is statewide, not unique to San Francisco. When he receives letters of concern from the EMS medical director and others about the possibility of stressing out our paramedics, and then told that coming into the holiday season the call volume should increase even more, then he must take action to try make sure, to the best of his ability that the citizens of San Francisco receive the best medical care he can provide given the circumstances ... We asked for volunteers for the BLS, and seven responded. He held a staff meeting, including suppression chiefs and EMS personnel. He was advised that training had to start by November 16th, otherwise we wouldn't be able to meet the needs. Some paramedics went to the Board of Supervisors to explain the stress of their job. Somewhere along the line, day in and day out, firefighters put their lives on the line, he respects every member of this profession for that. They are working to install the memorial wall at our new headquarters; he receives letters from the public expressing gratitude because firefighters and paramedics are saving their loved ones. Earlier in his career when he received training as a paramedic, it wasn't a requirement then, and he wasn't the only one receiving that training on their own time so they could better serve the public. He hoped we weren't losing sight of our mission. We should always keep that in mind. We may be inconvenienced at times and we want to work on that and it is a concern of his. But we have to weigh whether we are being inconvenienced, it may be jeopardizing our ability to meet our number one objective and goal, and that is to serve the public. He attended a meeting concerning bilingual skills where someone discussed the assignments of bilingual persons and giving someone a better spot because they were bilingual. That is not the objective, the objective is to serve the public. That is why we sent out the call for people to volunteer. We have 1,400 uniformed personnel, 1,000 of which are H2 Firefighters. He hoped that somewhere there would be some motivation among the members to recognize the need to answer the call. When they clearly understand the need they respond and that has been demonstrated before, and that is one of the things he loves about people and their professionalism, they do respond to the public's call for help. He is sure they will continue along those lines.

5. REGULAR CALENDAR - NEW BUSINESS

C) Public Comment (Continued)

Firefighter Van Nort said that she was speaking to the issue of volunteers and she knows there are people who are interested in both BLS and the paramedic program who are wary of volunteering for the reasons she stated previously. They want to serve the City. They are more concerned about the commitments and expectations of the EMS section. Their concerns are not being met.

Mr. Hanley stated that it was not unusual for engine and truck companies to run 25-30 runs a day without a break, without four hour sleep over or anything like that. We care about the public. That is why we go 24 hours a day, seven days a week.

There being no further business to come before the Commission, the meeting was adjourned at 8:30 p.m.

Raymond G. Connors
Secretary

